

2001 Occupational Outlook



Labor Market Information Study

A Product of:



Sponsored by:

Riverside County Workforce Development Board

**The State of California
Employment Development Department/
Labor Market Information Division**

www.calmis.ca.gov

and

**The California Occupational
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answer our occupational surveys and made this report possible.**

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Introduction

The Labor Market Information (LMI) presented in this report was collected through the cooperative effort of the State of California Employment Development Department (EDD) and the Riverside County Workforce Development Board (WDB) as part of the California Cooperative Occupational Information System (CCOIS) program.

The goal in gathering labor market information is to match the labor needs of employers with the skills of job seekers and to provide occupational information to firms who require classification of wage scales and employment trends for economic development purposes. The LMI program helps to accomplish these tasks by providing specific, localized and current information that can be used locally by employers, trainers, educators, economic development organizations and job seekers to make more informed training and labor market decisions.

Career Decisions: Career counselors and job seekers can make informed occupational choices based on skills, abilities, interests, education and personal needs. The localized information is easy to read and includes employer requirements and preferences, wages, labor, supply and demand and also sources of employment and training.

Program Planning: This report provides local planners and administrators with employment, training, and placement data, as well as occupational size and expected growth rates. Program planners can use this data to evaluate, improve and eliminate programs or to plan new programs.

Curriculum Design: Training providers can assess and update their curriculum based on current employer needs and projected trends as indicated in this report.

Economic Development: Local government agencies and economic development organizations will find information on the labor pool, such as occupation size, expected growth rates, and wages, useful in determining the potential for business growth and development in Riverside County.

Training Providers: Training providers can effectively market their programs by informing students, employers, and others that the chances for job placement is much greater because their training programs are developed using reliable local occupational data.

Human Resources Management: Small business owners and large corporate human resources directors alike can use this report to help determine competitive wages and benefits, improve their recruitment methods and assess the availability of qualified workers for business relocation or expansion purposes.

This report is intended to be used as a reference with which to base these and other decisions. Each program year, the Workforce Development Board selects 25 occupations meeting criteria defined jointly by EDD and WDB. The WDB works with EDD to gather occupational data, analyze those data and disseminate findings. The 2001 report also contains occupations surveyed in 2000 and 1999.

The continuing nature of the program enables Riverside County to acquire current, detailed and accurate data on a large number of occupations, particularly for local needs. The coordination of the program at the state level facilitates the integration of this data for statewide use. In addition, the information provided by the CCOIS program meets requirements of federal and state legislation, including:

The Workforce Investment Act of 1998 (WIA)

California's Family Economic Security Act (FESA)

California Education Code (ROC/P and Community Colleges)

Wagner-Peyser Act

Carl D. Perkins Vocational Education Act (V-EA)

Family Support Act

Welfare-to-Work Act of 1997 (CalWORKs)

Type of Occupational Information Provided

All of the occupational summary data are categorized using key terms. Key terms are defined below, and differences between survey years are noted.

Occupational Title and Job Description

The occupational titles and definitions are taken directly from the Occupational Employment Statistics (OES) dictionary published by the Bureau of Labor Statistics, May 1992. The job duties and requirements in the OES occupations are broader and more general than those occupations contained in the Dictionary of Occupational Titles (DOT). Occupational summaries list all the DOT codes that are included in the broader OES job title. The CCOIS program prefers to study OES occupations because it is easier to gather valid and reliable data using broader defined job duties. However, this report contains some non-OES occupations, which may have a narrowly defined job description. These non-OES occupations used a nine-digit code number compared to the six digits for OES. Non-OES occupation descriptions may vary from DOT definitions and prior publications.

Wages

Wages are reported in per hour range and median. On January 1, 2001, California increased the minimum wage to \$6.25 per hour. Wages collected for the 1999 occupations reflect a minimum wage of \$5.75 per hour. The 2001 and 2000 occupations include at least one but sometimes two wage sections. One wage section (**wages combine, Non-union, Union, and Union Undetermined**) will occur when the percent of union employment is either greater than 80 percent or less than 20 percent. Two wage sections (**Non-Union, Union Undetermined and Union**) occur when the percentage of union employment is from 20% to 80%, and there is no violation of confidentiality. Wages reported by employers who failed to answer the union question are called union undetermined. The wages in this report are not intended to represent prevailing wages. The 2001 and 2000 occupational summaries do not include extreme wages. Although information is shown to the nearest whole number for ease of comparison, the reader should not interpret this as an indication of precision (ranges are also considered to be representative). Wages included in this report are those paid by the employers participating in the survey for employees at three levels of experience:

Entry Level/No Experience:

Person trained or otherwise qualified but with no paid experience in the occupation.

Experienced/New to Firm:

Experienced person, or person at the journey level (if applicable) but just starting with the firm.

3+ Years with Firm, Experienced:

Person at the journey level (if applicable) or at least three years of experience with the employer in the occupation.

Wage data for the "3 + Years with Firm," "Experienced" categories will often have a greater range for the "New to Firm," "Entry or Experienced" categories.

Benefits

Benefits information in the summaries include: medical insurance, dental insurance, vision insurance, sick leave, vacation, retirement, child care, and other. The 2001 and 2000 survey questionnaires ask whether the employer pays for all of the costs of each benefit, if the employee shares some or all of the costs, or if no benefits are provided at all. The benefits information for each occupation are only from those employers responding to each benefit question; therefore, percentages for full-time or part-time categories may not total 100%.

Work Patterns

This section shows the percentage of employees that work full-time, part-time, temporary/on-call, or seasonal, and the average number of hours worked per week. The 2001 and 2000 survey questionnaires ask what shifts are available and the percentage of employers that offer that work shift. Some employees work less than 40 hours per week and are considered full-time workers by their employers.

Occupational Size

Occupational Size refers to the estimated number of persons employed in that occupation in Riverside County, as published in Projection and Planning Information (<http://www.calmis.cahwnet.gov>). The 2001 and 2000 occupational summaries show the size of the occupation in the narrative and a numeric range form, while the 1999 summary only show size in narrative form and not numeric range. The following terms are used to characterize occupational size.

Small:	Less than 676 employed, less than .15 percent of total employment
Medium:	676 and up to but not including 1,351 employed, .15 and up to but not including .30 percent of total employment
Large:	1,351 and up to but not including 2,928 employed, .30 and up to but not including .65 percent of total employment
Very Large:	2,928 and above employed, .65 percent or more of total employment

Employment Trends

The 2001 and 2000 occupational summaries Employment Trends section shows the size of the occupation in the narrative and numerical form, and the 1999 summary shows the size only in a narrative form. The 2001 and 2000 summaries show the EDD projected growth rate for each occupation as a percentage in a narrative form relative to the countywide average and also in decimal form. The 1999 summary shows the growth rate in the narrative and as a percentage but not in decimal form. All summary years show expectations for the next two years as reported by surveyed employers.

Much Faster than Average:	1.50 times average or more
Faster than Average:	1.10 to but not including 1.50 times average
Average:	.90 to but not including 1.10 times average
Slower than Average:	less than .90 times average

Supply/Demand Assessments

Supply/Demand refers to the relative difficulty the employers surveyed believe they would experience in hiring both inexperienced and experienced and qualified workers who meet their hiring standards. From the job seekers' perspective, it also refers to the relative level of opportunity (competitiveness) for the applicant who is or would like to become part of this job market.

The following terms were used to describe the degree of difficulty for all three survey years:

Very:	Employer demand is considerably greater than the supply of qualified applicants. Employers often cannot find qualified applicants when an opening exists. This means that qualified applicants encounter no competition in their job search.
Moderate:	Employer demand is somewhat greater than the supply of experienced and qualified applicants. Employers may have some difficulty finding experienced and qualified applicants at times, and applicants may find little competition in their job search.
None:	Supply of qualified applicants is considerably greater than the demand, creating a very competitive job market for applicants.

Education Requirement

The 2001 and 2000 occupational summaries show what minimum levels of education employers require their applicants to have in the occupation. The 1999 summary shows what level of formal education most recently hired employees in the occupation attained. Results are shown as percentage of employers who answered in the following education categories (education categories used all survey years unless indicated):

Less than High School Diploma

High School Diploma or Equivalent

Some College, but no Degree (1999 summaries only)

Associate Degree (2 year)

Bachelor Degree (4 year)

Graduate Study

Training and Related Work Experience Required or Accepted

All three years of occupational summaries show the percentage of employers who answered **Required**, **Not Required**, or **Not Required-but Preferred** to whether experience in the occupation is required. If experience is required or preferred, the month's experience is shown. The summaries may also include acceptable experience in other occupations.

Computer Software Skills

The survey questionnaire specifically asks for the name of the software used in the occupation for word processing, spreadsheet, database, desktop publishing, or other.

Recruitment

This section contains the most successful recruitment methods used by surveyed employers for recruiting personnel to an occupation. The 2001 and 2000 survey questionnaires ask employers for the top three most successful recruitment methods instead of which methods are primarily used. The 1999 summary shows employers responses for all recruitment methods. The numbers of methods may vary according to employers responses.

Project Methodology

Occupational Forecasts

LMID creates Occupational Forecast Tables for every California County including Riverside County. The tables show employment by occupation for the base year 1997 and the forecasted year of 2004. These forecasts include separations and occupational distribution by industry. <http://www.calmis.cahwnet.gov>

Occupational Selection Criteria

A preliminary list of occupations was developed. This list was reviewed by representatives of community-based vocational training programs, educational institutions, organized labor, economic development organizations and the Riverside County Economic Development Agency. Based upon the input of these organizations, some occupations were eliminated, and others were added.

Riverside County EDA applied the following criteria to narrow the list of possible occupations for the survey of 25:

The occupation should have a substantial employment base in the county;

There should be a substantial number of projected job openings in the county;

The occupation had to appear to have substantial potential for earning capacity;

The training time required for the occupation had to be two years or less, allowing for some exceptions based on the strength of the other criteria;

If there has been some fluctuation in the labor market, or if an emerging technology is believed to be impacting skill requirements, an occupation could be included.

After the list of 25 occupations was finalized, each occupation was clearly defined, and the appropriate OES/DOT titles and codes were assigned.

Survey Sample Selection

After the occupations were selected, defined, and the appropriate OES/DOT titles assigned, LMID developed a confidential employer sample for each occupation. One consideration in drawing up the employer sample was the pattern of distribution of industries in which the occupation could be found. The Standard Industrial Classification manual classifies industries. There are 97 major industry groups in nine industry divisions: Agriculture (01-09), forestry and fishing; Mining (10-14); Construction (15-17); Manufacturing (20-30); Transportation, communications, electric, gas, and sanitary services (40-49); Wholesale trade (50-51); Retail trade (52-59); Finance, insurance and real estate (60-67); Services (70-89); and Public administration (91-97).

LMID staff, using their vast employer database and knowledge of occupational staffing patterns within industries, creates a representative sample of employers for each of the occupations. For example, the staffing pattern for medical assistants would be found in Health Services, Major Group 80, so the employer sample for this occupation would consist mainly of employers in that group. Thus, occupations whose industry staffing patterns are broad, such as word processors, will have an employer sample consisting of employers in many industries.

This industrial distribution was considered for each occupation when establishing the sample of employers that would be contacted for participation in the completion of the questionnaire. For example, if 20% of Riverside County workers in an occupation were found in a specific industry, then 20% of the sample was drawn from that industry.

The sample was carefully reviewed, and employers were called to verify company name and address, confirm the existence of the occupation at the company and obtain the name of a contact person.

Questionnaire Development/Survey Procedures

EDD developed a standard, two-page questionnaire. All employers are contacted by telephone. Employers are given the opportunity to respond to the questionnaire over the telephone, return it by FAX or mail. Additional employers are added to the original sample as necessary to ensure meeting a 50% response rate.

All surveys are reviewed for accuracy of data, and employers are re-contacted if answers are missing, unclear, or conflicted with other answers. In addition to contacting employers, EDA staff contact labor unions, employment agencies, training providers, etc., to learn more about specific occupations.

Tabulation and Results

The survey responses are entered into a specialized software database, and tabulations are prepared. The tabulations are used to analyze and prepare the final occupational summary. The occupational tables summarize information on: wages and benefits, employment trends, supply and demand, work patterns, education requirements, required or accepted training and work experience, required computer software skills, sources of filled vacancies, most successful recruitment methods, emerging occupations, new skills and training providers.

Confidentiality

Specific employer information is confidential and never divulged.

Summary Highlights

The following are summarized highlights of the results of information reported by the 349 employers who responded to the 2001 California Cooperative Occupational Information System survey of 24 occupations in Riverside County.

Top eight occupations with the highest percentage of employers reporting growth during the past year and expecting growth to continue over the next two years include:

Teachers and Instructors-Vocational Education 63%

Teachers-Elementary 59%

Telephone and Cable T.V. Line Installers 50%

Dental Assistants 40%

Computer Support Specialists 33%

Personal and Home Care Aides 33%

Numerical-Control Machine and -Tool Operators 33%

Truck Drivers,Light-Include Delivery and Route 33%

Top four occupations with the highest percentage of employers that reported stable employment levels during the past year who are now expecting growth in employment levels over the next two years include:

Nurse Aides, Orderlies, Attendants 40%

Pharmacy Aides 40%

Cashiers 33%

Teachers and Instructors-Vocational Education 31%

40% of employers surveyed reported **growth** in their employment levels during the past year while 49% expect **growth** over the next two years.

56% of employers surveyed reported **stable** employment levels during the past year while 48% expect **stable** employment levels over the next two years.

Employers reported the three most frequently used method of recruitment as:

Newspaper Ads

Employee Referrals

Walk-in Applicants

Supply and Demand

Occupations which a third or more of employers responding to this question indicated the degree of difficulty finding fully qualified and experienced applicants as Very Difficult included (Shortage):

General Managers and Top Executives

Heating, Air Conditioning, and Refrigeration Mechanics and Installers

Telephone and Cable T.V. and Line Installers

Ultrasound Technologists

Occupations which a third or more of employers responding to this question indicated the degree of difficulty finding qualified applicants (not prior experience required) as Very Difficult included (Shortage):

Medical and Clinical Laboratory Technologists

Nurse Aides, Orderlies, Attendants

Pharmacy Aides

Occupations which a third or more of employers responding to this question indicated the degree of difficulty finding fully qualified applicants (no prior experience required) as Not Difficult included (Excess):

Cashiers

Cooks-Restaurant

Dental Assistants

Pharmacy Aides

Miscellaneous

24 occupations were surveyed from 349 employers, representing 9,181 employed in the occupation.

Employers surveyed indicated they hired 836 employees for positions that were created from growth.

Cashiers
Computer Support Specialists
Cooks-Restaurant
Dental Assistants
Dental Hygienists
Electrical and Electronic Assemblers
Fiber Optics Technicians
General Managers and Top Executives
General Office Clerks
Heating, Air Conditioning, and Refrigeration Mechanics
Inspectors, Testers and Graders-Precision
Medical and Clinical Laboratory Technologists
Numerical-Control Machine-Tool Operators
Nurse Aides, Orderlies, Attendants
Personal and Home Care Aides
Pharmacy Aides
Pharmacy Technicians
Radiologic Technologists
Teachers and Instructors- Vocational Education
Teachers-Elementary School
Telephone and Cable T.V. Line Installers and Repairers
Truck Drivers-Light
Ultrasound Technologists
Welders and Cutters

CCOIS

Riverside County Economic Development Agency

2001

Occupational Outlook

Cashiers

OES Code: 490230 15 Firms Responding



Description

Cashiers receive and disburse cash payments, handle credit transactions, make change, issue receipts, and balance the tender drawer in a variety of establishments. Their work usually involves the use of adding machines, cash registers, and change makers.



Wages and Benefits

NON-UNION, UNION

New to Firm, No Experience

Range \$ 6.25 – 6.25 Median \$ 6.25

New to Firm, Experience

Range \$ 6.26 – 9.00 Median \$ 7.00

Three+ Years with Firm Experience

Range \$ 6.26 – 11.00 Median \$ 9.00

• 7% Union, 93% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	27%		47%	27%			7%	60%
Dental	27%		47%	27%			7%	60%
Vision	20%		47%	27%			13%	60%
Life	20%	7%	40%	20%			20%	60%
Sick Leave	33%	7%	33%	13%			13%	67%
Vacation	40%	13%	33%	13%			7%	60%
Retirement	20%		40%	20%			20%	67%
Child Care	7%						73%	87%
Other*	7%			7%				



Work Patterns

- ▶ 65% of all employees surveyed in this occupation work full-time, averaging 40 hours per week.
- ▶ 35% of all the employees surveyed work part-time, averaging 24 hours per week.
- ▶ Employees in the occupation: 20% male and 80% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Very Large (11,590 – 14,140)

Growth Rate: 22% Slower than Average (.88)

Job Openings: 6,970

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	60%	40%
Employment Over Next 24 Months	0%	40%	60%

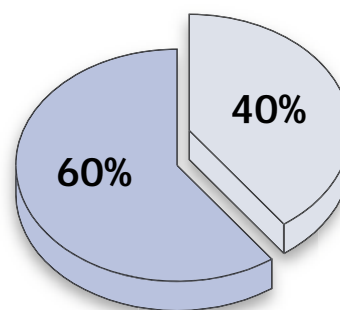


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	●	○
Inexperienced	●	○	○



Education Requirement



40% Less than High School
60% High School

Cashiers

15 Firms Responding

OES Code: 490230

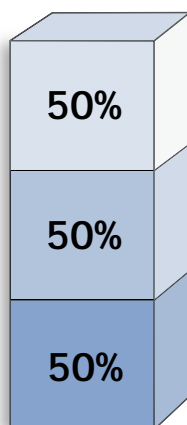
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	47%	47%	6%	6 to 36 Months
Other Occupational Experience Accepted	87%	13%		
Technical or Vocational Training Required	0%	100%		
Training Acceptable in Lieu of Experience	50%	50%		3 to 12 Months



Computer Software Skills



- 50% Word Processing
- 50% Spreadsheet
- 50% Database



Emerging Occupations

- Employers did not indicate any emerging occupations.



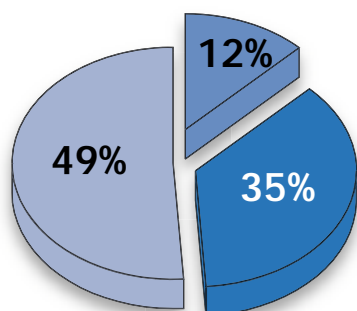
New Skills

- Employers did not indicate any new skills.



Training Providers

- Computer Skills Centers – Palm Desert
- ROP – RCOE – Indio
- ROP – Arlington High School – Riverside
- ROP – Banning High School – Banning
- ROP – Beaumont High School – Beaumont
- ROP – Buena Vista High School – Corona
- ROP – Canyon Springs High School – Moreno Valley
- ROP – Cathedral City High School – Cathedral City
- ROP – Chaparral High School – Temecula
- ROP – Coachella Valley High School – Coachella
- ROP – Hemet High School – Hemet
- ROP – Jurupa Valley High School – Jurupa
- ROP – La Sierra High School – Riverside
- ROP – Murrieta Valley High School – Murrieta
- ROP – Norte Vista High School – Norte Vista
- ROP – Palm Springs Community Site – Palm Springs
- ROP – Palm Springs High School – Palm Springs
- ROP – Palo Verde High School – Blythe
- ROP – Perris High School – Perris
- ROP – Rancho Verde High School – Moreno Valley
- ROP – Rubidoux High School – Rubidoux
- ROP – San Jacinto High School – San Jacinto
- ROP – Temecula Valley High School – Temecula



- 49% Employees Leaving
- 12% Promotions
- 35% New Positions

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Employee Referrals
- Newspaper Ads
- Walk-in Applicants

CCOIS 2001

Computer Support Specialists

OES Code: 251040

15 Firms Responding



Description

Computer Support Specialists provide technical assistance and training to computer system users. Investigate and resolve computer software and hardware problems of users. Answer clients' inquiries in person and via telephone concerning the use of computer hardware and software, including printing, word processing, programming languages, electronic mail, and operating systems.



Wages and Benefits

NON-UNION, UNION

New to Firm, No Experience

Range \$ * Median \$ *

New to Firm, Experience

Range \$ 9.64 – 30.00 Median \$ 15.00

Three+ Years with Firm Experience

Range \$ 11.27 – 35.00 Median \$ 22.00

• 7% Union, 93% Non-Union of all firms responding.

* Insufficient Data

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	27%		73%					7%
Dental	20%		67%		13%			7%
Vision	20%		53%				27%	7%
Life	27%		40%		13%		20%	7%
Sick Leave	73%		7%				20%	7%
Vacation	80%		7%				13%	7%
Retirement	33%		27%		7%		33%	7%
Child Care					7%		93%	7%
Other*								



Work Patterns

- ▶ 99% of all employees surveyed in this occupation work full-time, averaging 40 hours per week.
- ▶ 1% of all the employees surveyed work part-time, averaging 25 hours per week.
- ▶ Employees in the occupation: 74% male and 26% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Small (530 – 880)

Growth Rate: 66% Much Faster than Average (2.7)

Job Openings: 380

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	7%	60%	33%
Employment Over Next 24 Months	13%	27%	60%

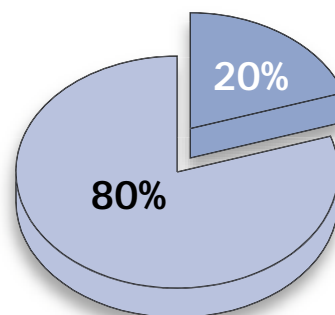


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	●	○
Inexperienced	●	○	○



Education Requirement



- 80% High School
- 20% Associate Degree

Computer Support Specialists

15 Firms Responding

OES Code: 251040

Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	86%	7%	7%	6 to 36 Months
Other Occupational Experience Accepted	57%	43%		
Technical or Vocational Training Required	57%	43%		12 to 36 Months in Computer Systems
Training Acceptable in Lieu of Experience	43%	57%		4 to 36 Months



Emerging Occupations

- Web Administration

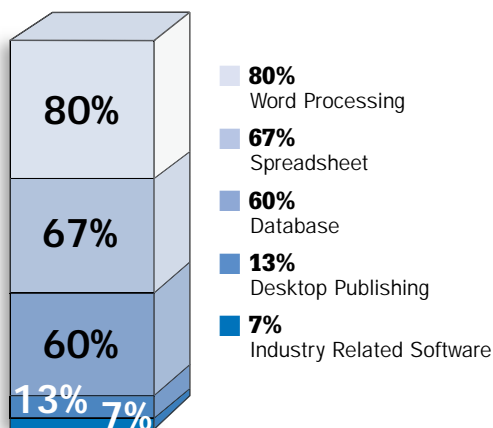


New Skills

- Employers did not indicate any new skills.

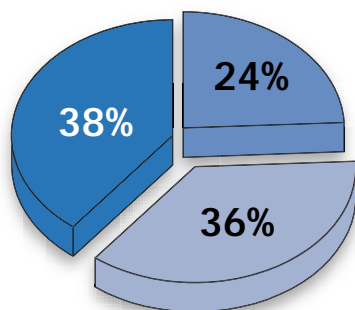


Computer Software Skills



Training Providers

- BMR Training Centers – Riverside
- Career Colleges of America – San Bernardino
- Chapman University Coachella Valley Campus – Palm Desert
- Chapman University Academic Center – Moreno Valley
- Coachella Valley Technical Skills – Coachella
- Computer Career Institute – Palm Desert
- Computer Education Institute – Riverside
- Computer Skills Centers – Palm Desert
- Educational Options Center – Riverside
- Future-Net – Riverside
- Mt. San Jacinto College – San Jacinto
- Mt. San Jacinto College – Meniffee
- Net 10 Technologies – Hemet
- Net 10 Technologies – Rancho Cucamonga
- Rhodes College – Rancho Cucamonga
- Riverside Community College – Moreno Valley
- Riverside Community College – Norco
- Riverside Community College – Riverside
- Skadron College – San Bernardino
- Software Education of America – Riverside
- Todec Legal Center – Perris
- True Systems Analysis – Hemet
- United Education Institute – Ontario
- University of California Riverside – Extension
- Westech College – Pomona



- 38% Employees Leaving
- 24% Promotions
- 36% New Positions

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Employee Referrals
- Newspaper Ads
- Internet

CCOIS 2001

Riverside County Economic Development Agency

Cooks – Restaurant

OES Code: 650260 17 Firms Responding



Description

Restaurant Cooks prepare, season, and cook soups, meats, vegetables, desserts, and other foodstuffs in restaurants. They may order supplies, keep records and accounts, price items on a menu, or plan the menu.



Wages and Benefits

New to Firm, No Experience

Range \$ 6.25 – 8.00 Median \$ 6.75

New to Firm, Experience

Range \$ 6.50 – 10.00 Median \$ 7.00

Three+ Years with Firm Experience

Range \$ 7.50 – 12.00 Median \$ 10.00

- 100% of firms were Non-Union.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	18%		59%	6%			18%	53%
Dental	12%		47%	6%			35%	53%
Vision	12%		41%	6%	6%		35%	53%
Life	18%		41%	6%			35%	53%
Sick Leave	24%	6%	12%				59%	53%
Vacation	47%	6%	18%				29%	53%
Retirement			24%	6%			71%	53%
Child Care							94%	59%
Other								



Work Patterns

- ▶ 66% of all employees surveyed in this occupation work full-time, averaging 39 hours per week.
- ▶ 34% of all the employees surveyed work part-time, averaging 27 hours per week.
- ▶ Employees in the occupation: 80% male and 20% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Very Large (3,070 – 3,690)

Growth Rate: 20.20% Slower than Average (.81)

Job Openings: 1,300

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	88%	12%
Employment Over Next 24 Months	0%	76%	24%

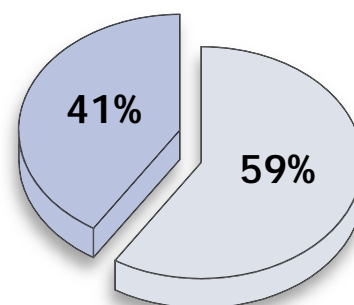


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	●	○
Inexperienced	●	○	○



Education Requirement



- 59% Less than High School
- 41% High School

Cooks – Restaurant

17 Firms Responding

OES Code: 650260

Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	24%	52%	24%	3 to 24 Months
Other Occupational Experience Accepted	71%	29%		
Technical or Vocational Training Required	0%	100%		
Training Acceptable in Lieu of Experience	63%	37%		3 to 6 Months



Emerging Occupations

- Employers did not indicate any emerging occupations.



New Skills

- Employers did not indicate any new skills.



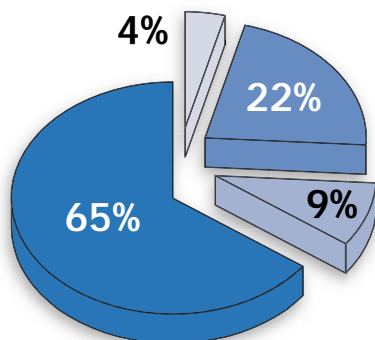
Computer Software Skills

- Employers indicated no computer skills required for this occupation.



Training Providers

- ROP – Culinary Academy – Riverside
- ROP – Perris High School – Perris
- Economic Development College of the Desert – Palm Desert



■ 65% Employees Leaving ■ 22% Promotions
■ 9% New Positions ■ 4% Temporary

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Employee Referrals
- Newspaper Ads
- Walk-in Applicants

CCOIS 2001

Riverside County Economic Development Agency

Dental Assistants

OES Code: 660020 15 Firms Responding



Description

Dental Assistants assist the dentist at the chair by preparing patients and equipment, keeping records, and performing related duties as required.



Wages and Benefits

New to Firm, No Experience

Range \$ 6.50 – 9.00 Median \$ 7.50

New to Firm, Experience

Range \$ 7.50 – 13.00 Median \$ 11.00

Three+ Years with Firm Experience

Range \$ 10.00 – 16.00 Median \$ 14.00

- 7% of firms were Union, 93% of firms were Non-Union.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	33%		53%				13%	33%
Dental	53%		20%				27%	33%
Vision	13%		7%		13%		67%	33%
Life	7%		7%		7%		80%	33%
Sick Leave	47%		7%				47%	33%
Vacation	60%		7%				33%	33%
Retirement	53%		7%				40%	33%
Child Care			7%				93%	33%
Other								



Work Patterns

- 94% of all employees surveyed in this occupation work full-time, averaging 40 hours per week.
- 6% of all the employees surveyed work part-time, averaging 19 hours per week.
- Employees in the occupation: 9% male and 91% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Medium (880 – 1,230)

Growth Rate: 39.80% Much Faster than Average (1.6)

Job Openings: 460

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	27%	73%
Employment Over Next 24 Months	0%	47%	53%

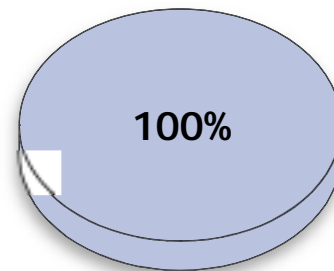


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	○	●
Inexperienced	●	○	○



Education Requirement



■ 100% High School or Equivalent
California State License is Required

Dental Assistants

15 Firms Responding

OES Code: 660020

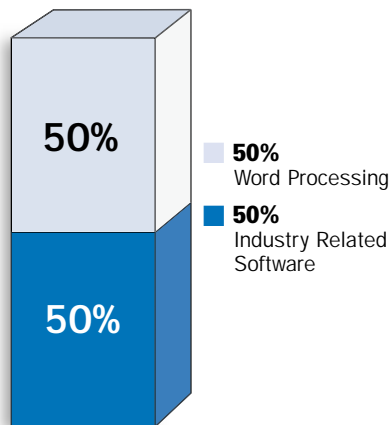
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	53%	20%	27%	1 to 24 Months
Other Occupational Experience Accepted	36%	64%		6 to 12 Months in Medical Field
Technical or Vocational Training Required	73%	27%		3 to 12 Months
Training Acceptable in Lieu of Experience	50%	50%		3 to 12 Months



Computer Software Skills



Emerging Occupations

- Employers did not indicate any emerging occupations.



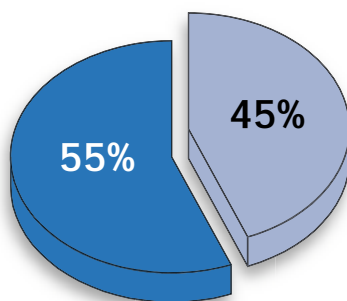
New Skills

- Employers did not indicate any new skills.



Training Providers

- Bryman College – Ontario
- Concorde Career Institute – San Bernardino
- Desert Career College – Palm Springs
- ROP – Grindstaff Center II
- ROP – RCOE – Indio
- San Joaquin Valley College – Rancho Cucamonga
- United Education Institute – Ontario



Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Employee Referrals
- Newspaper Ads
- School, Program Referrals

CCOIS **2001**

Riverside County Economic Development Agency

Dental Hygienists

OES Code: 329080 15 Firms Responding



Description

Dental Hygienists perform dental prophylactic treatments and instruct groups and individuals in the care of the teeth and mouth.



Wages and Benefits

New to Firm, No Experience

Range \$ 25.00 – 30.00 Median \$ 27.50

New to Firm, Experience

Range \$ 21.43 – 50.00 Median \$ 35.00

Three+ Years with Firm Experience

Range \$ 17.50 – 65.00 Median \$ 37.50

- 100% of firms were Non-Union.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	13%	7%	13%				40%	67%
Dental	53%	40%					13%	33%
Vision	13%		7%				47%	73%
Life	13%		7%				47%	73%
Sick Leave	33%	27%					33%	47%
Vacation	40%	27%					27%	47%
Retirement	27%						40%	73%
Child Care							67%	73%
Other								



Work Patterns

- ▶ 33% of all employees surveyed in this occupation work full-time, averaging 38 hours per week.
- ▶ 64% of all the employees surveyed work part-time, averaging 21 hours per week.
- ▶ 3% of the employees surveyed work temporary or on call, averaging 8 hours per week.
- ▶ Employees in the occupation: 11% male and 89% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Small (500 – 690)

Growth Rate: 38% Much Faster than Average (1.53)

Job Openings: 280

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	87%	13%
Employment Over Next 24 Months	0%	67%	33%

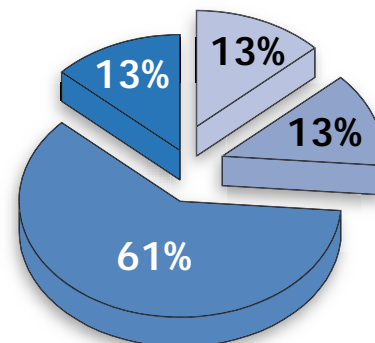


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	●	○
Inexperienced	○	●	○



Education Requirement



- 13% High School
- 13% Associate Degree
- 61% Bachelor Degree
- 13% Graduate Study

Dental Hygienists

15 Firms Responding

OES Code: 329080

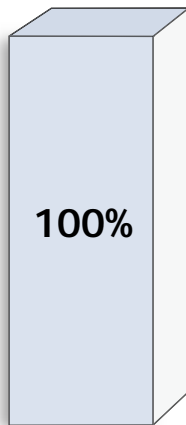
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	87%	13%		6 to 48 Months
Other Occupational Experience Accepted	0%	100%		
Technical or Vocational Training Required	93%	7%		36 to 48 Months
Training Acceptable in Lieu of Experience	0%	100%		



Computer Software Skills



100%
Word Processing



Emerging Occupations

- Employers did not indicate any emerging occupations.



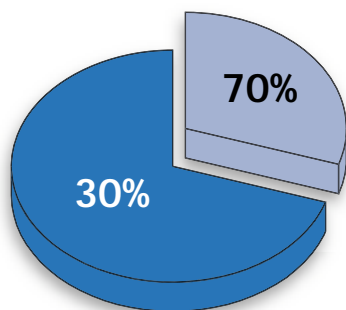
New Skills

- Employers did not indicate any new skills.



Training Providers

- Loma Linda University – Loma Linda
- San Joaquin Valley College – Rancho Cucamonga



70% Employees Leaving
30% New Positions

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Employee Referrals
- Newspaper Ads
- School Program Referrals
- Colleges/Universities

CCOIS **2001**

Riverside County Economic Development Agency

Electrical and Electronic Assemblers

OES Code: 939050 14 Firms Responding



Description

Electrical and Electronic Assemblers include assemblers who perform work at a level not requiring a high degree of precision. The occupation includes such occupations as Electronic Wires, Armature Connectors, Electric Motor Winders, Skein Winders, Carbon Brush Assemblers, Battery and Battery Parts Assemblers, Electric Sign Assemblers, and Electrical and Electronic Subassemblers.



Wages and Benefits

New to Firm, No Experience

Range \$ 6.50 – 7.36 Median \$ 6.75

New to Firm, Experience

Range \$ 6.75 – 8.00 Median \$ 7.13

Three+ Years with Firm Experience

Range \$ 7.50 – 10.00 Median \$ 9.00

- 100% Non-Union of all firms responding.
Some firms pay bonus.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	36%		43%				21%	14%
Dental	14%		36%		14%		36%	14%
Vision	7%		21%		7%		64%	14%
Life	21%		14%		14%		50%	14%
Sick Leave	71%		7%				21%	14%
Vacation	71%		7%				21%	14%
Retirement	29%		29%		7%		36%	14%
Child Care					7%		93%	14%
Other*			7%					



Work Patterns

- ▶ 87% of all employees surveyed in this occupation work full-time, averaging 40 hours per week.
- ▶ 2% of all the employees surveyed work part-time, averaging 31 hours per week.
- ▶ 12% of the employees surveyed work temporary or on call, averaging 40 hours per week.
- ▶ Employees in the occupation: 27% male and 73% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Medium (700 – 970)

Growth Rate: 38.6 Much Faster than Average (1.6)

Job Openings: 370

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	21%	36%	43%
Employment Over Next 24 Months	14%	29%	57%

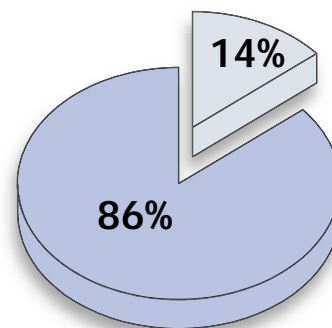


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	●	○
Inexperienced	○	●	○



Education Requirement



- 14% Less than High School
- 86% High School

Electrical and Electronic Assemblers

14 Firms Responding

OES Code: 939050

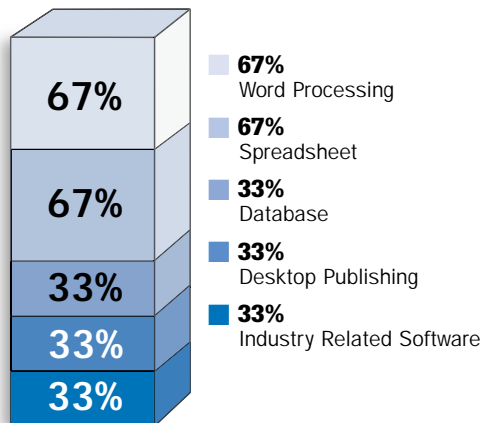
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	29%	43%	28%	6 to 24 Months
Other Occupational Experience Accepted	25%	75%		
Technical or Vocational Training Required	0%	100%		
Training Acceptable in Lieu of Experience	75%	25%		3 to 12 Months



Computer Software Skills



Emerging Occupations

- Employers did not indicate any emerging occupations.



New Skills

- Employers did not indicate any new skills.



Training Providers

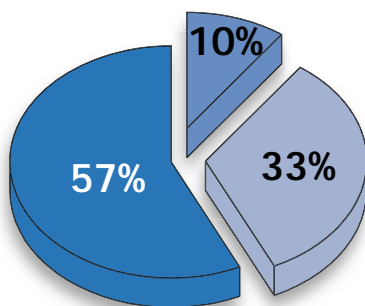
- Upon completion of our research on this occupation, no training provider was found in Riverside County.



Recruitment

Most Successful Recruitment Methods

- Newspaper Ads
- Employment Development Department
- Walk-in Applicants



- 57% Employees Leaving
- 10% Promotions
- 33% New Positions

Source of Filled Vacancies

CCOIS 2001

Riverside County Economic Development Agency

Fiber Optics Technicians

Non OES Code: 023061999

7 Firms Responding



Description

Fiber Optics Technicians are responsible for the installation of fiber optic cables, making connections and splicing of fiber cables. They may maintain fiber optic systems to the nodes which includes interconnecting and splicing at the nodes and at the head end. They may make connections to the nodes and repair the systems.



Wages and Benefits

NON-UNION, UNION

New to Firm, No Experience

Range \$ 13.50 – 13.50 Median \$ 13.50

New to Firm, Experience

Range \$ 12.00 – 19.43 Median \$ 15.00

Three+ Years with Firm Experience

Range \$ 17.00 – 28.00 Median \$ 22.00

- 29% of firms were Union,
71% of firms were Non-Union.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	71%		14%				14%	
Dental	71%		14%				14%	
Vision	57%		14%				29%	
Life	14%		14%		14%		57%	
Sick Leave	43%						57%	
Vacation	71%						29%	
Retirement	14%				14%		71%	
Child Care							100%	
Other								



Work Patterns

- ▶ 100% of all employees surveyed in this occupation work full-time, averaging 40 hours per week.
- ▶ Employees in the occupation: 100% male and 0% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Data not available

Growth Rate: Data not available

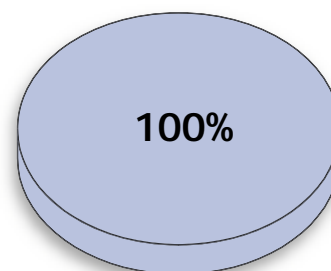
Job Openings: Data not available

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	71%	29%
Employment Over Next 24 Months	0%	57%	43%



Education Requirement



■ 100% High School



Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	○	●
Inexperienced	●	○	○

Fiber Optics Technicians

7 Firms Responding

Non OES Code: 023061999

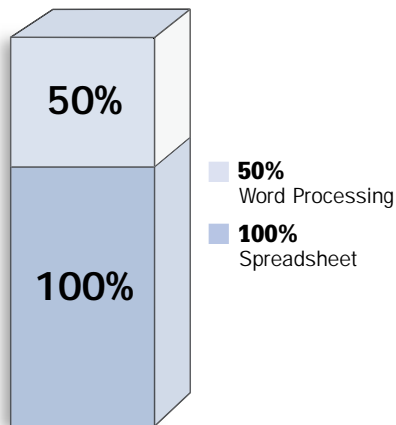
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	86%		14%	
Other Occupational Experience Accepted	17%	83%		6 Months Network Service
Technical or Vocational Training Required	57%	43%		3 to 12 Months Fiber Optics Training
Training Acceptable in Lieu of Experience	43%	57%		3 to 6 Months



Computer Software Skills



Emerging Occupations

- Employers did not indicate any emerging occupations.



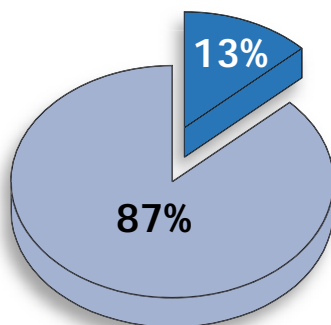
New Skills

- Employers did not indicate any new skills.



Training Providers

- Upon completion of our research on this occupation, no training provider was found in Riverside County.



Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Newspaper Ads
- Employee Referrals
- Walk-In Applicants

CCOIS 2001

Riverside County Economic Development Agency

General Managers and Top Executives

OES Code: 190050 15 Firms Responding



Description

General Managers and Top Executives include both top and mid-level managers whose duties and responsibilities are too diverse and general in nature to be classified in any functional or line area of management and administration. These managers generally work through departmental or subordinate executives. Please do not include managers of smaller establishments who typically engage in the same activities as the workers they supervise.



Wages and Benefits

New to Firm, No Experience

Range \$ 0.00 – 0.00 Median \$ 0.00

New to Firm, Experience

Range \$ 14.38 – 51.83 Median \$ 26.37

Three+ Years with Firm Experience

Range \$ 16.78 – 64.25 Median \$ 35.96

- 100% of the firms were Non-Union.
Some employers pay bonus.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	33%		60%		7%			7%
Dental	40%		53%		7%			7%
Vision	33%		47%		13%		7%	7%
Life	66%		20%		7%		7%	7%
Sick Leave	93%						7%	7%
Vacation	93%				7%			7%
Retirement	20%		27%				53%	7%
Child Care					7%		93%	7%
Other*								



Work Patterns

- ▶ 99% of all employees surveyed in this occupation work full-time, averaging 40 hours per week.
- ▶ 1% of all the employees surveyed work part-time, averaging 20 hours per week.
- ▶ Employees in the occupation: 52% male and 48% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Medium (8,320 – 10,540)

Growth Rate: 27% Average (1.07)

Job Openings: 3,320

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	7%	80%	13%
Employment Over Next 24 Months	0%	80%	20%

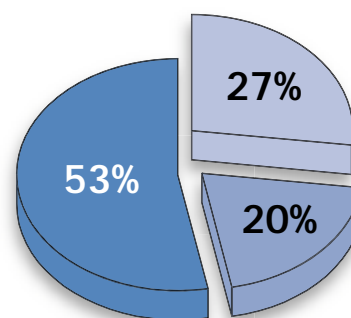


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Inexperienced	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>



Education Requirement



- 27% High School
- 20% Associate Degree
- 53% Bachelor Degree

General Managers and Top Executives

15 Firms Responding

OES Code: 190050

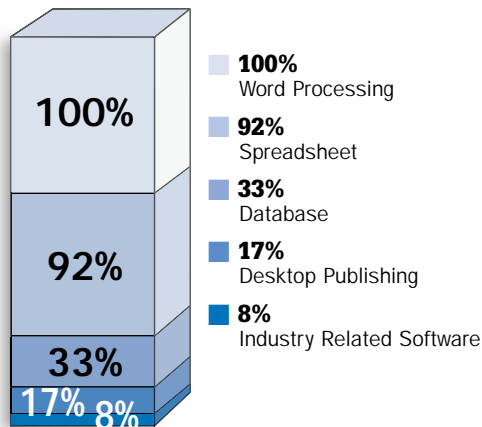
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	87%		13%	12 to 60 Months
Other Occupational Experience Accepted	60%	40%		
Technical or Vocational Training Required	20%	80%		
Training Acceptable in Lieu of Experience	33%	67%		6 to 36 Months



Computer Software Skills



Emerging Occupations

- Employers did not indicate any emerging occupations.



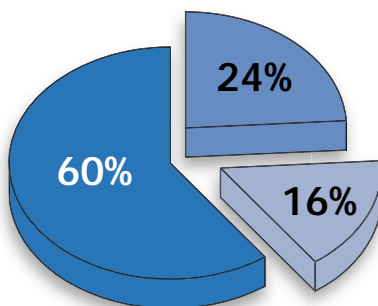
New Skills

- Employers did not indicate any new skills.



Training Providers

- Upon completion of our research on this occupation, no training provider was found in Riverside County.



Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- In-House Promotions or Transfers
- Employee Referrals
- Newspaper Ads

CCOIS 2001

Riverside County Economic Development Agency

General Office Clerks

OES Code: 553470 15 Firms Responding



Description

General Office Clerks perform a wide variety of tasks. Clerical duties may be assigned in accordance with the office procedures of individual establishments and may include a combination of bookkeeping, typing, stenography, office machine operation, and filing. Please do not include workers whose duties are narrowly defined.



Wages and Benefits

NON-UNION, UNION

New to Firm, No Experience

Range \$ 6.25 – 10.00 Median \$ 9.00

New to Firm, Experience

Range \$ 6.50 – 12.22 Median \$ 10.00

Three+ Years with Firm Experience

Range \$ 9.00 – 14.00 Median \$ 12.00

- 13% Union, 87% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	47%		40%	13%			13%	27%
Dental	33%		33%	13%	7%		27%	27%
Vision	27%		27%	13%	13%		33%	27%
Life	20%	13%	7%		13%		60%	27%
Sick Leave	67%	13%					33%	27%
Vacation	80%	13%					20%	27%
Retirement	27%	7%	13%	7%	7%		53%	27%
Child Care							100%	40%
Other*								



Work Patterns

- ▶ 92% of all employees surveyed in this occupation work full-time, averaging 40 hours per week.
- ▶ 5% of all the employees surveyed work part-time, averaging 25 hours per week.
- ▶ 3% of the employees surveyed work temporary or on call, averaging 39 hours per week.
- ▶ Employees in the occupation: 5% male and 95% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Very Large (8,780 – 11,180)

Growth Rate: 27.3% Average (1.1)

Job Openings: 4,380

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	6%	47%	47%
Employment Over Next 24 Months	0%	73%	27%

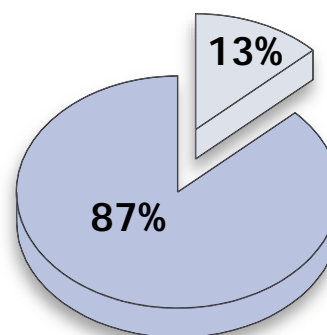


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	●	○
Inexperienced	○	●	○



Education Requirement



- 13% Less than High School
- 87% High School

General Office Clerks

15 Firms Responding

OES Code: 553470

Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	80%	7%	13%	6 to 36 Months
Other Occupational Experience Accepted	50%	50%		
Technical or Vocational Training Required	7%	93%		
Training Acceptable in Lieu of Experience	36%	64%		3 to 6 Months



Emerging Occupations

- Employers did not indicate any emerging occupations.

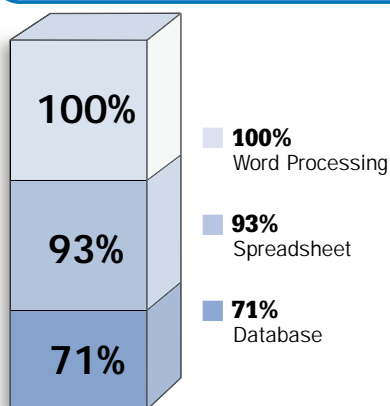


New Skills

- Employers did not indicate any new skills.

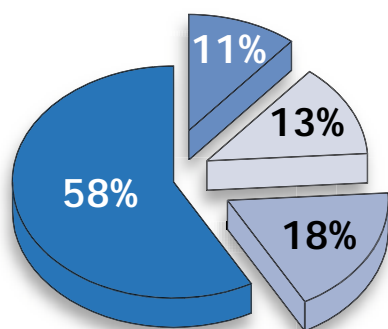


Computer Software Skills



Training Providers

- BMR Training Centers – Riverside
- Center for Employment Training – Coachella, Riverside, Temecula
- Coachella Adult Education – Coachella
- Coachella Valley Technical Skills – Thousand Palms
- Computer Education Institute – Riverside
- Computer Skills Center – Palm Desert
- Desert Career College – Palm Springs
- Educational Options Center – Riverside
- Mt. San Jacinto College – Menifee, San Jacinto
- Palo Verde College – Blythe
- Rhodes College – Rancho Cucamonga
- Riverside Community College – Moreno Valley, Norco, Riverside
- ROP – RCOE – Indio
- ROP – Banning High School – Banning
- ROP – Beaumont High School – Beaumont
- ROP – Buena Vista High School – Corona
- ROP – Canyon Springs High School – Moreno Valley
- ROP – Cathedral City High School – Cathedral City
- ROP – Centennial High School – Corona
- ROP – Corona High School – Corona
- ROP – Elsinore High School – Wildomar
- ROP – Grindstaff Center I – Riverside
- ROP – Hamilton High School – Anza
- ROP – Hemet High School – Hemet
- ROP – Jurupa Valley High School – Jurupa
- ROP – La Sierra High School – Riverside
- ROP – Moreno Valley High School – Moreno Valley
- ROP – Murrieta Valley High School – Murrieta
- ROP – Norte Vista High School – Norte Vista
- ROP – North High School – Riverside
- ROP – Palo Verde High School – Blythe
- ROP – Ramona High School – Riverside
- ROP – Rancho Verde High School – Rancho Verde
- ROP – Rubidoux High School – Rubidoux
- ROP – San Jacinto High School – San Jacinto
- Skadron – San Bernardino
- Summit Career College – Colton
- Todec Legal Center – Perris
- United Education Institute – Ontario
- University of California, Riverside – Riverside



- 58% Employees Leaving
- 11% Promotions
- 18% New Positions
- 13% Temporary

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Employee Referrals
- Newspaper Ads
- Walk-in Applicants

CCOIS 2001

Riverside County Economic Development Agency

Heating, Air Conditioning, and Refrigeration Mechanics and Installers

OES Code: 859020

15 Firms Responding



Description

Heating, Air Conditioning, and Refrigeration Mechanics and Installers install and repair heating, air conditioning, and refrigeration systems. Their duties may include installation and repair of oil burners, hot-air furnaces, heating stoves, and similar equipment in homes and commercial establishments using hand and pipe threading tools. They may also install and repair cooling and central air conditioning systems. Please do not include workers who do only plumbing and pipefitting work.



Wages and Benefits

NON-UNION, UNION

New to Firm, No Experience

Range \$ 7.00 – 17.00 Median \$ 8.00

New to Firm, Experience

Range \$ 7.00 – 18.00 Median \$ 11.99

Three+ Years with Firm Experience

Range \$ 8.63 – 22.00 Median \$ 16.00

- 7% Union, 93% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	60%		60%				20%	27%
Dental	20%		13%		7%		60%	27%
Vision	20%		20%		7%		53%	27%
Life	7%		13%		7%		73%	27%
Sick Leave	60%	7%			7%		33%	20%
Vacation	73%	7%					27%	20%
Retirement	33%		7%				60%	27%
Child Care							100%	27%
Other*								



Work Patterns

- ▶ 95% of all employees surveyed in this occupation work full-time, averaging 40 hours per week.
- ▶ 4% of all the employees surveyed work part-time, averaging 19 hours per week.
- ▶ 1% of the employees surveyed work temporary or on call, averaging 30 hours per week.
- ▶ Employees in the occupation: 90% male and 10% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Medium (790 – 990)

Growth Rate: 25.3% Average (1.02)

Job Openings: 310

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	7%	33%	60%
Employment Over Next 24 Months	0%	47%	53%

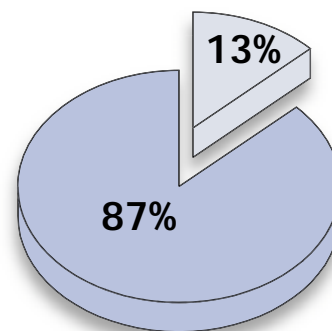


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	○	●
Inexperienced	○	○	●



Education Requirement



13% Less than High School
87% High School

Heating, Air Conditioning, and Refrigeration Mechanics and Installers

15 Firms Responding

OES Code: 859020

Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	67%	33%		6 to 60 Months
Other Occupational Experience Accepted	20%	80%		3 to 12 Months
Technical or Vocational Training Required	33%	67%		
Training Acceptable in Lieu of Experience	100%			3 to 36 Months



Computer Software Skills

- Employers indicated no computer skills required for this occupation.



Emerging Occupations

- Employers did not indicate any emerging occupations.



New Skills

- EPA Certified



Training Providers

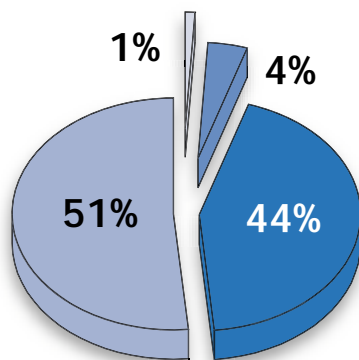
- Riverside Community College – Riverside
- ROP – Cathedral City High School – Cathedral City



Recruitment

Most Successful Recruitment Methods

- Employee Referrals
- Newspaper Ads
- Walk-in Applicants



■ 44% Employees Leaving ■ 4% Promotions
■ 51% New Positions ■ 1% Temporary

Source of Filled Vacancies

CCOIS 2001

Riverside County Economic Development Agency

Inspectors, Testers and Graders – Precision

OES Code: 830020

15 Firms Responding



Description

Inspectors, Testers, and Graders-Precision perform precision inspecting, testing, and grading of parts, products, and equipment for defects, wear, and deviations from specifications. Most of these workers use precision measuring instruments and complex test equipment and hand tools and may make minor repairs. Please do not include workers who combine inspection and testing with major repair work.



Wages and Benefits

NON-UNION, UNION

New to Firm, No Experience

Range \$ 6.25 – 12.00 Median \$ 8.00

New to Firm, Experience

Range \$ 6.75 – 15.00 Median \$ 10.00

Three+ Years with Firm Experience

Range \$ 8.50 – 25.00 Median \$ 12.47

• 7% Union, 93% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	27%		73%					
Dental			67%		20%		13%	
Vision	27%		47%		13%		13%	
Life	67%						33%	
Sick Leave	53%		7%				40%	
Vacation	100%							
Retirement	33%		7%				60%	
Child Care							100%	
Other								



Work Patterns

► 100% of all employees surveyed in this occupation work full-time, averaging 40 hours per week.

► Employees in the occupation: 56% male and 44% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Small (320 – 370)

Growth Rate: 15.6% Much Faster than Average (.63)

Job Openings: 100

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	20%	3%	47%
Employment Over Next 24 Months	6%	47%	47%

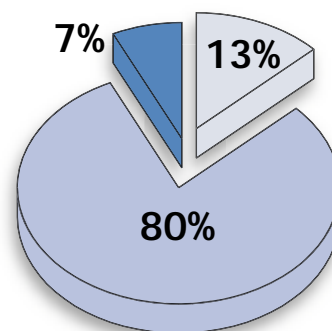


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	●	○
Inexperienced	●	○	○



Education Requirement



- 13% Less than High School
- 80% High School
- 7% Bachelor Degree

Inspectors, Testers and Graders – Precision

15 Firms Responding

OES Code: 830020

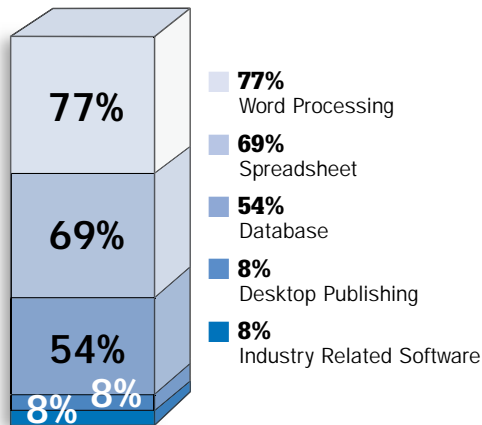
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	66%	7%	27%	3 to 36 Months
Other Occupational Experience Accepted	79%	21%		
Technical or Vocational Training Required	7%	86%	7%	
Training Acceptable in Lieu of Experience	93%	7%		



Computer Software Skills



Emerging Occupations

- Automation Control



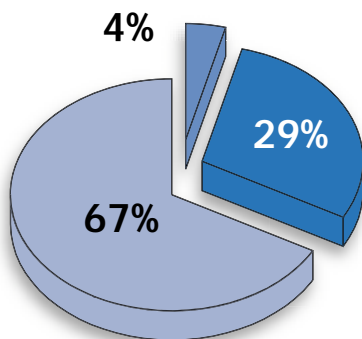
New Skills

- Employers did not indicate any new skills.



Training Providers

- Upon completion of our research on this occupation, no training provider was found in Riverside County.



■ 29% Employees Leaving ■ 4% Promotions
■ 67% New Positions

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- In-House Promotions
- Employee Referrals
- Newspaper Ads

CCOIS 2001

Riverside County Economic Development Agency

Medical and Clinical Laboratory Technologists

OES Code: 329020 12 Firms Responding



Description

Medical and Clinical Laboratory Technologists perform a wide range of complex procedures in the general areas of the clinical laboratory or perform specialized procedures in such areas as cytology, histology, and microbiology. Their duties may include supervising and coordinating activities of workers engaged in laboratory testing. Please include workers who teach medical technology when teaching is not their primary activity.



Wages and Benefits

New to Firm, No Experience

Range \$ 20.00 – 22.00 Median \$ 21.00

New to Firm, Experience

Range \$ 18.00 – 24.00 Median \$ 20.36

Three+ Years with Firm Experience

Range \$ 20.00 – 31.00 Median \$ 22.44

- 100% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	42%	25%	42%	17%	8%		8%	25%
Dental	33%	25%	50%	17%			17%	25%
Vision	33%	17%	33%	8%	17%	8%	17%	33%
Life	42%	25%	33%	8%			25%	33%
Sick Leave	92%	33%	8%					33%
Vacation	92%	33%	8%					33%
Retirement	25%	17%	25%	17%	8%	8%	42%	25%
Child Care	8%	8%			8%	8%	83%	50%
Other	17%	8%						8%



Work Patterns

- 51% of all employees surveyed in this occupation work full-time, averaging 40 hours per week.
- 19% of all the employees surveyed work part-time, averaging 24 hours per week.
- 30% of the employees surveyed work temporary or on call, averaging 26 hours per week.
- Employees in the occupation: 41% male and 59% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Small (330 – 390)

Growth Rate: 18.2% Much Faster than Average (.73)

Job Openings: 90

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	92%	8%
Employment Over Next 24 Months	8%	58%	33%

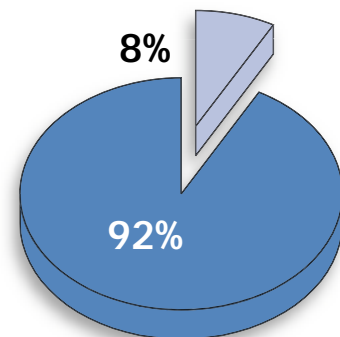


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	●	○
Inexperienced	○	○	●



Education Requirement



- 8% High School
- 92% Bachelor Degree

State Cytotechnologist License may be required for some positions

Medical and Clinical Laboratory Technologists

12 Firms Responding OES Code: 329020

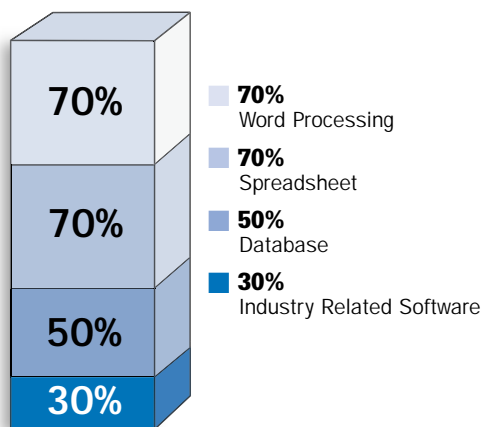
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	67%	8%	25%	12 to 24 Months
Other Occupational Experience Accepted	0%	100%		
Technical or Vocational Training Required	58%	42%		12 to 48 Months Medical Technician, Clinical Lab, or Similar Internship
Training Acceptable in Lieu of Experience	18%	82%		6 to 12 Months



Computer Software Skills



Emerging Occupations

- Employers did not indicate any emerging occupations.



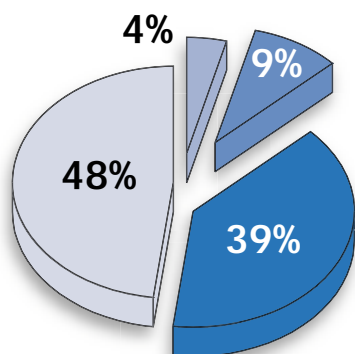
New Skills

- Employers did not indicate any new skills.



Training Providers

- Upon completion of our research on this occupation, no training provider was found in Riverside.



■ 39% Employees Leaving ■ 9% Promotions
 ■ 4% New Positions ■ 48% Temporary

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Internet
- Newspaper Ads
- Employee Referrals

CCOIS **2001**

Riverside County Economic Development Agency

Numerical-Control Machine-Tool Operators

OES Code: 915020 15 Firms Responding



Description

Numerical-Control Machine-Tool Operators and Tenders, Metal and Plastic set up and operate magnetic or punched-tape controlled machine tools that automatically mill, drill, broach, and ream metal or plastic parts. They may adjust machine feed and speed and change cutters to machine parts to specification when automatic programming is faulty or if machine malfunctions.



Wages and Benefits

New to Firm, No Experience

Range \$ 6.25 – 8.00 Median \$ 7.00

New to Firm, Experience

Range \$ 6.50 – 17.00 Median \$ 8.00

Three+ Years with Firm Experience

Range \$ 8.00 – 20.00 Median \$ 14.38

- 100% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	33%		33%				33%	7%
Dental	13%		20%		7%		67%	7%
Vision			20%				80%	7%
Life	13%		7%				80%	7%
Sick Leave	47%						53%	7%
Vacation	80%						20%	7%
Retirement	60%						40%	7%
Child Care							100%	7%
Other								



Work Patterns

- ▶ 99% of all employees surveyed in this occupation work full-time, averaging 39 hours per week.
- ▶ 1% of all the employees surveyed work part-time, averaging 20 hours per week.
- ▶ Employees in the occupation: 78% male and 22% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Small (140 – 200)

Growth Rate: 42% Faster than Average (1.7)

Job Openings: 90

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	20%	33%	47%
Employment Over Next 24 Months	0%	40%	60%

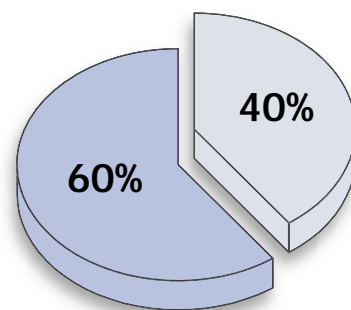


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	○	●
Inexperienced	○	●	○



Education Requirement



- 40% Less than High School
- 60% High School

Numerical-Control Machine-Tool Operators

15 Firms Responding

OES Code: 915020

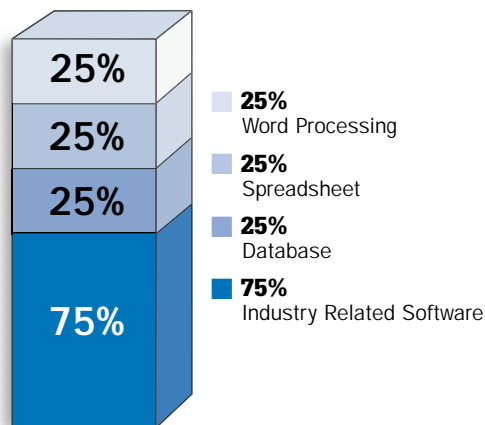
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	53%	40%	7%	5 to 60 Months
Other Occupational Experience Accepted	44%	56%		5 to 60 Months in Miscellaneous Manufacturing
Technical or Vocational Training Required	13%	87%		36 Months in Numerical-Tool Control Program
Training Acceptable in Lieu of Experience	33%	67%		3 to 24 Months



Computer Software Skills



Emerging Occupations

- Employers did not indicate any emerging occupations.



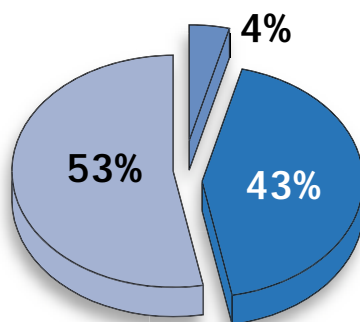
New Skills

- Website Development



Training Providers

- Center for Employment Training – Riverside



- 43% Employees Leaving
- 4% Promotions
- 53% New Positions

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Walk-in Applicants
- In-House Promotions or Transfers
- Employee Referrals

CCOIS 2001

Riverside County Economic Development Agency

Nurse Aides, Orderlies, Attendants

OES Code: 660080

15 Firms Responding



Description

Nurse Aides work under the direction of nursing or medical staff to provide auxiliary services in the care of patients. They perform duties such as answering patients' call bells, serving and collecting food trays, and feeding patients. Nurse Aides may be called Assistants, Attendants, or Orderlies. Orderlies are primarily concerned with the care of male patients, setting up equipment, and relieving nurses of heavier work. Please do not include Psychiatric Aides and Home Health Aides. Certified Nursing Assistants are licensed by the State of California.



Wages and Benefits

New to Firm, No Experience

Range \$ 6.25 – 8.75 Median \$ 7.75

New to Firm, Experience

Range \$ 7.00 – 9.50 Median \$ 8.26

Three+ Years with Firm Experience

Range \$ 7.85 – 11.00 Median \$ 9.00

• 100% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	13%		67%	13%	7%	7%	13%	40%
Dental	13%	7%	60%	7%	13%	7%	13%	40%
Vision	7%		46%	7%	7%	7%	40%	47%
Life	13%		20%	7%	13%		53%	53%
Sick Leave	66%	13%			7%		27%	47%
Vacation	80%	13%					20%	47%
Retirement	13%		20%	7%			67%	53%
Child Care							100%	60%
Other*								

* Holidays



Work Patterns

- ▶ 80% of all employees surveyed in this occupation work full-time, averaging 39 hours per week.
- ▶ 15% of all the employees surveyed work part-time, averaging 26 hours per week.
- ▶ 6% of the employees surveyed work temporary or on call, averaging 15 hours per week.
- ▶ Employees in the occupation: 18% male and 82% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Very Large (3,930 – 5,130)

Growth Rate: 30.5% Slower than Average (1.2)

Job Openings: 5,560

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	7%	53%	40%
Employment Over Next 24 Months	0%	27%	73%

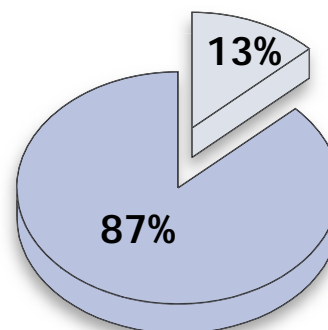


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Inexperienced	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>



Education Requirement



- 13% Less than High School
- 87% High School

Nurse Aides, Orderlies, Attendants

15 Firms Responding

OES Code: 660080

Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	13%	47%	40%	3 to 12 Months
Other Occupational Experience Accepted	25%	75%		12 Months as Caregiver
Technical or Vocational Training Required	80%	20%		CNA Training Course
Training Acceptable in Lieu of Experience	63%	37%		3 Months



Emerging Occupations

- Employers did not indicate any emerging occupations.



New Skills

- Employers did not indicate any new skills.



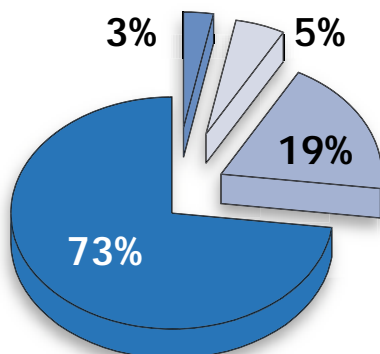
Computer Software Skills

- Employers indicated no computer skills required for this occupation.



Training Providers

- ATS Training Services Inc. – Riverside
- California Career Schools – San Jacinto
- California Nurses Educational Institute Inc. – Palm Springs
- California Paramedical and Technical – Riverside
- Career Moves, Inc. – Riverside
- College of the Desert – Palm Desert
- Educational Options Center – Riverside
- Four-D Success Academy – Colton
- Mt. San Jacinto College – Menifee
- Palm Springs Adult Education – Palm Springs
- Palo Verde College – Blythe
- Riverside Community College – Moreno Valley
- Riverside Community College – Norco
- Riverside Community College – Riverside
- ROP – Arlington High School – Riverside
- ROP – Corona Regional Medical Center – Corona
- ROP – Moreno Valley Community Hospital – Moreno Valley
- ROP – Paloma Valley High School – Menifee
- ROP – West Valley High School – Hemet



■ 73% Employees Leaving ■ 3% Promotions
■ 19% New Positions ■ 5% Temporary

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Newspaper Ads
- Employee Referrals
- Walk-In Applicants

CCOIS 2001

Riverside County Economic Development Agency

Personal and Home Care Aides

OES Code: 680350 15 Firms Responding



Description

Personal and Home Care Aides perform a variety of tasks at places of residence. Their duties include keeping house; advising families having problems with such things as nutrition, health, cleanliness, and household utilities. Please do not include Nurses' Aides and Home Health Care Workers.



Wages and Benefits

New to Firm, No Experience

Range \$ 6.25 – 8.00 Median \$ 7.00

New to Firm, Experience

Range \$ 6.25 – 8.50 Median \$ 7.50

Three+ Years with Firm Experience

Range \$ 7.00 – 10.00 Median \$ 9.00

- 100% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	20%		33%		7%		27%	60%
Dental	20%		20%		7%		40%	60%
Vision	7%		20%		7%		53%	60%
Life	20%		20%		7%		40%	60%
Sick Leave	40%						47%	60%
Vacation	53%						33%	60%
Retirement	27%						60%	60%
Child Care							87%	60%
Other								



Work Patterns

- ▶ 60% of all employees surveyed in this occupation work full-time, averaging 40 hours per week.
- ▶ 40% of all the employees surveyed work part-time, averaging 23 hours per week.
- ▶ Employees in the occupation: 19% male and 81% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Medium (890 – 1,280)

Growth Rate: 43.8% Slower than Average (1.8)

Job Openings: 600

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	7%	53%	40%
Employment Over Next 24 Months	7%	27%	67%

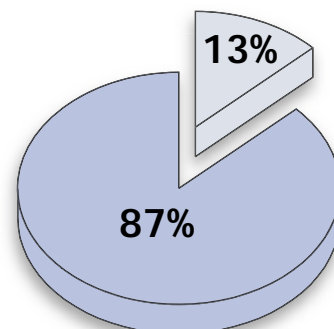


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Inexperienced	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>



Education Requirement



- 13% Less than High School
- 87% High School

Personal and Home Care Aides

15 Firms Responding

OES Code: 680350

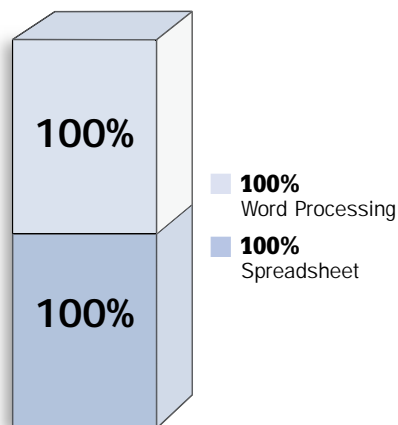
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	54%	33%	13%	6 to 36 Months
Other Occupational Experience Accepted	90%	10%		6 to 36 Months in Nursing
Technical or Vocational Training Required	20%	80%		California State Certification Required
Training Acceptable in Lieu of Experience	70%	30%		3 Months



Computer Software Skills



Emerging Occupations

- Employers did not indicate any emerging occupations.



New Skills

- Employers did not indicate any new skills.



Training Providers

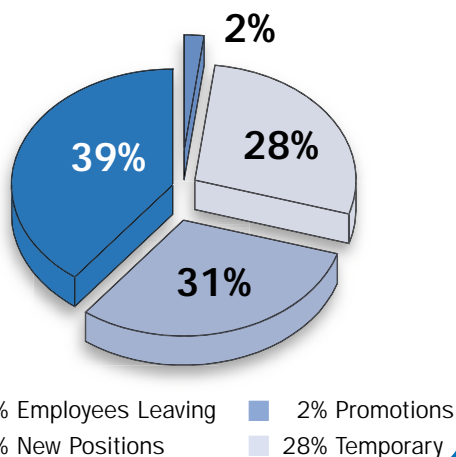
- ATS Training Services Inc. – Riverside
- BMR Training Centers – Riverside
- California Career Schools – San Jacinto
- California Nurses Educational Institute Inc. – Palm Springs
- California Paramedical and Technical – Riverside
- Career Moves, Inc. – Riverside
- Educational Options Center – Riverside
- Four-D Success Academy – Colton
- Palo Verde College – Blythe



Recruitment

Most Successful Recruitment Methods

- Newspaper Ads
- Word of Mouth
- Walk-In Applicants



Source of Filled Vacancies

CCOIS 2001

Riverside County Economic Development Agency

Pharmacy Aides

OES Code: 660260 15 Firms Responding



Description

Pharmacy Aides record drugs delivered to the pharmacy, store incoming merchandise, and inform supervisor of stock needs. They may operate cash register and accept prescriptions for filling.



Wages and Benefits

NON-UNION, UNION

New to Firm, No Experience

Range \$ 6.25 – 8.00 Median \$ 7.00

New to Firm, Experience

Range \$ 6.25 – 11.00 Median \$ 8.00

Three+ Years with Firm Experience

Range \$ 7.50 – 14.38 Median \$ 9.50

- 7% Union, 93% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	40%	7%	27%				20%	13%
Dental	20%	7%	13%		7%		47%	13%
Vision	13%		13%				60%	20%
Life	7%		13%				67%	20%
Sick Leave	53%	7%					33%	13%
Vacation	67%	7%					20%	13%
Retirement	20%	7%	7%				60%	13%
Child Care							87%	20%
Other	7%							



Work Patterns

- ▶ 76% of all employees surveyed in this occupation work full-time, averaging 39 hours per week.
- ▶ 24% of all the employees surveyed work part-time, averaging 31 hours per week.
- ▶ Employees in the occupation: 17% male and 83% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Small (260 – 330)

Growth Rate: 26.9% Much Faster than Average (1.1)

Job Openings: 120

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	80%	20%
Employment Over Next 24 Months	0%	47%	53%

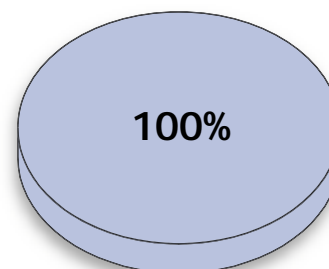


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	○	●
Inexperienced	○	●	○



Education Requirement



■ 100% High School

Pharmacy Aides

15 Firms Responding

OES Code: 660260

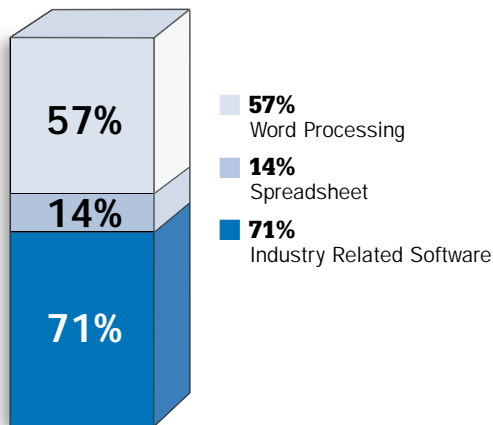
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	20%	47%	33%	3 to 24 Months
Other Occupational Experience Accepted	71%	29%		6 to 12 Months Retail
Technical or Vocational Training Required	20%	80%		3 to 6 Months in Pharmacy Technician Program
Training Acceptable in Lieu of Experience	50%	50%		3 to 6 Months



Computer Software Skills



Emerging Occupations

- Employers did not indicate any emerging occupations.



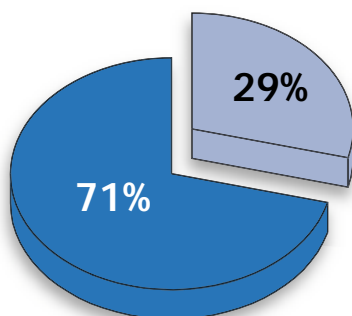
New Skills

- Employers did not indicate any new skills.



Training Providers

- California Paramedical and Technical – Riverside



- 71% Employees Leaving
- 29% New Positions

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Newspaper Ads
- Walk-in Applicants
- Employee Referrals

CCOIS 2001

Riverside County Economic Development Agency

Pharmacy Technicians

OES Code: 325180 15 Firms Responding



Description

Pharmacy Technicians fill orders for unit doses and prepackaged pharmaceuticals and perform other related duties under the supervision and direction of a pharmacy supervisor or staff pharmacist. Duties include keeping records of drugs delivered to the pharmacy, storing incoming merchandise in proper locations, and informing the supervisor of stock needs and shortages. They may clean equipment used in the performance of duties and assist in the care and maintenance of equipment and supplies.



Wages and Benefits

NON-UNION, UNION

New to Firm, No Experience

Range \$ 6.25 – 14.00 Median \$ 8.50

New to Firm, Experience

Range \$ 9.00 – 12.00 Median \$ 10.00

Three+ Years with Firm Experience

Range \$ 10.00 – 15.00 Median \$ 12.95

• 100% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	47%		40%	13%			7%	20%
Dental	27%		47%	7%		7%	20%	20%
Vision	7%		40%	7%	7%	7%	40%	20%
Life	7%		40%	13%			47%	20%
Sick Leave	67%	7%		7%			27%	20%
Vacation	80%	13%					13%	20%
Retirement	53%		13%	7%			27%	27%
Child Care							93%	33%
Other								



Work Patterns

- ▶ 75% of all employees surveyed in this occupation work full-time, averaging 40 hours per week.
- ▶ 25% of all the employees surveyed work part-time, averaging 31 hours per week.
- ▶ Employees in the occupation: 20% male and 80% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Small (390 – 460)

Growth Rate: 17.9% Slower than Average (.72)

Job Openings: 140

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	73%	27%
Employment Over Next 24 Months	7%	60%	40%

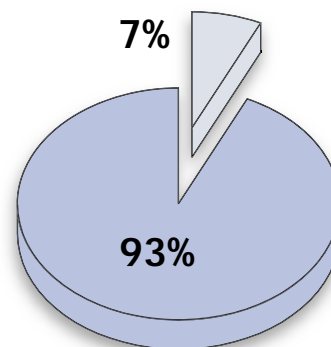


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	●	○
Inexperienced	○	○	●



Education Requirement



7% Less than High School
93% High School

Pharmacy Technicians

15 Firms Responding

OES Code: 325180

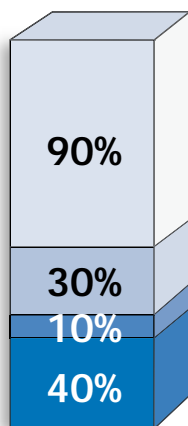
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	27%	40%	33%	3 to 12 Months
Other Occupational Experience Accepted	11%	89%		
Technical or Vocational Training Required	93%	7%		Pharmacy Technicians Program
Training Acceptable in Lieu of Experience	22%	78%		6 to 12 Months



Computer Software Skills



- 90% Word Processing
- 30% Spreadsheet
- 10% Desktop Publishing
- 40% Industry Related Software



Emerging Occupations

- Employers did not indicate any emerging occupations.



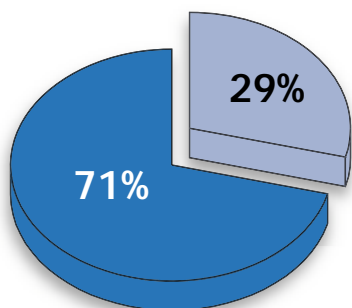
New Skills

- Bilingual Skills.



Training Providers

- California Paramedical and Technical – Riverside
- Career College of America – San Bernardino
- Four-D Success Academy – Colton
- Healthstaff Training Institute – Riverside
- ROP – Grindstaff Center I – Riverside
- San Joaquin Valley College – Rancho Cucamonga
- United Education Institute – Ontario



- 71% Employees Leaving
- 29% New Positions

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Newspaper Ads
- Walk-in Applicants
- Employee Referrals

CCOIS 2001

Riverside County Economic Development Agency

Radiologic Technologists

OES Code: 329190 15 Firms Responding



Description

Radiologic Technologists take X-rays and CAT scans or administer nonradioactive materials into patients blood stream for diagnostic purposes. Please include technologists who specialize in other modalities such as computed tomography, ultrasound, and magnetic resonance. Please include workers whose primary duties are to demonstrate portions of the human body on X-ray film or fluoroscopic screen.



Wages and Benefits

NON-UNION, UNION

New to Firm, No Experience

Range \$ 13.50 – 20.50 Median \$ 16.00

New to Firm, Experience

Range \$ 14.00 – 20.50 Median \$ 16.00

Three+ Years with Firm Experience

Range \$ 15.00 – 23.00 Median \$ 20.00

- 7% Union, 93% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	60%	13%	20%	7%	7%	7%	7%	
Dental	53%	7%	27%	13%	7%	7%	7%	
Vision	60%	7%	13%	7%	13%	13%	7%	
Life	47%	13%	13%		20%	7%	13%	7%
Sick Leave	67%	20%	7%		7%		13%	7%
Vacation	67%	27%	13%		7%		7%	
Retirement	47%	13%	7%		7%		33%	13%
Child Care					13%	7%	80%	20%
Other								



Work Patterns

- ▶ 71% of all employees surveyed in this occupation work full-time, averaging 40 hours per week.
- ▶ 10% of all the employees surveyed work part-time, averaging 19 hours per week.
- ▶ 19% of the employees surveyed work temporary or on call, averaging 21 hours per week.
- ▶ Employees in the occupation: 48% male and 52% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Small (390 – 490)

Growth Rate: 25.6% Average (1.03)

Job Openings: 140

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	13%	47%	40%
Employment Over Next 24 Months	20%	53%	27%

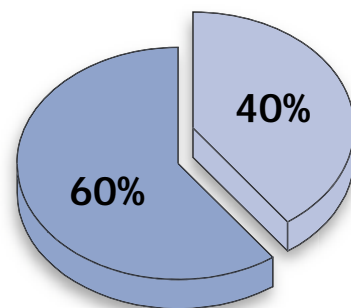


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Inexperienced	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>



Education Requirement



- 60% High School
- 40% Associate Degree

Radiologic Technologists

15 Firms Responding

OES Code: 329190

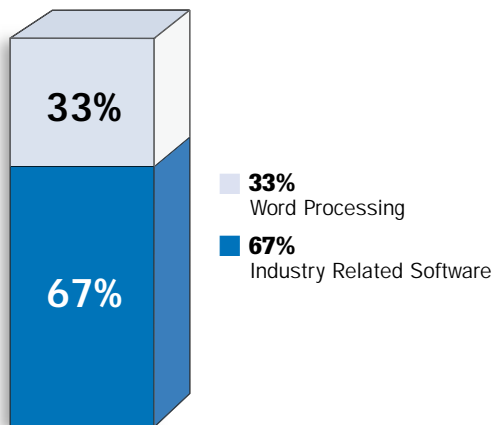
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	80%	0%	20%	12 to 24 Months
Other Occupational Experience Accepted	13%	87%		24 Months in Other Medical Labs
Technical or Vocational Training Required	87%	13%		24 Months in Certified Radiology or X-Ray Technology Program
Training Acceptable in Lieu of Experience	33%	67%		3 to 12 Months



Computer Software Skills



Emerging Occupations

- Employers did not indicate any emerging occupations.



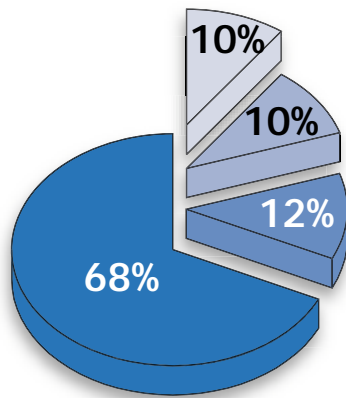
New Skills

- Employers did not indicate any new skills.



Training Providers

- Loma Linda University – Loma Linda



68% Employees Leaving
12% Promotions
10% New Positions
10% Temporary

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Employee Referrals
- Newspaper Ads
- Internet

CCOIS **2001**

Riverside County Economic Development Agency

Teachers and Instructors – Vocational Education

OES Code: 313140

15 Firms Responding



Description

Vocational Education and Training Teachers and Instructors teach or instruct vocational and/or occupational subjects at the post-secondary level (but at less than the baccalaureate) to students who have graduated or left high school. They teach subjects such as business, secretarial science, data processing, trades, or practical nursing. Please include correspondence school instructors; industrial, commercial or government training instructors; and instructors who prepare persons to operate industrial machinery and equipment and transportation and communications equipment. They may teach in public or private schools or in schools associated with organizations whose primary business is other than education.



Wages and Benefits

NON-UNION, UNION

New to Firm, No Experience

Range \$ 6.90 – 6.90 Median \$ 6.90

New to Firm, Experience

Range \$ 8.00 – 25.00 Median \$ 15.00

Three+ Years with Firm Experience

Range \$ 11.00 – 33.00 Median \$ 16.00

• 7% Union, 93% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	20%		33%	7%			33%	47%
Dental	20%		20%	7%			47%	47%
Vision	20%		13%		7%	7%	47%	47%
Life	7%		13%	7%			67%	47%
Sick Leave	53%		7%				27%	53%
Vacation	53%		7%				27%	53%
Retirement	20%		7%				60%	53%
Child Care							87%	53%
Other*								

* Room/Board



Work Patterns

- ▶ 67% of all employees surveyed in this occupation work full-time, averaging 40 hours per week.
- ▶ 33% of all the employees surveyed work part-time, averaging 19 hours per week.
- ▶ Employees in the occupation: 57% male and 43% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Medium (910 – 1,090)

Growth Rate: 19.8% Much Faster than Average (.8)

Job Openings: 250

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	33%	67%
Employment Over Next 24 Months	0%	0%	100%

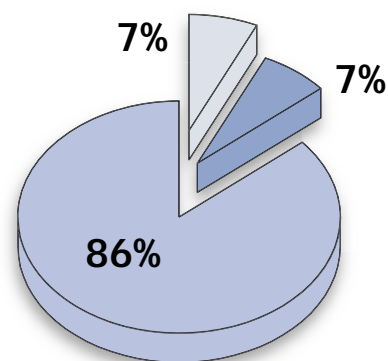


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	●	○
Inexperienced	○	○	●



Education Requirement



- 7% Less than High School
- 86% High School
- 7% Bachelor Degree

Teachers and Instructors – Vocational Education

15 Firms Responding OES Code: 313140

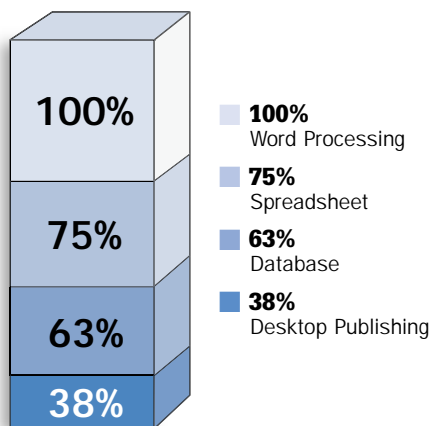
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	93%	7%		12 to 60 Months
Other Occupational Experience Accepted	23%	77%		
Technical or Vocational Training Required	33%	67%		1 to 36 Months in Subject
Training Acceptable in Lieu of Experience	36%	64%		6 to 12 Months



Computer Software Skills



Emerging Occupations

- Employers did not indicate any emerging occupations.



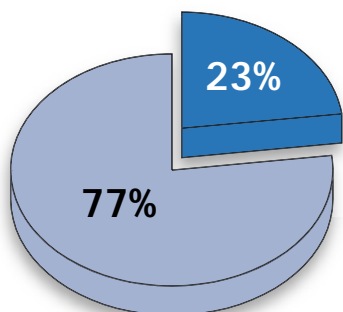
New Skills

- Employers did not indicate any new skills.



Training Providers

- University of California, Extension – Riverside



■ 23% Employees Leaving
■ 77% New Positions

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Newspaper Ads
- Employee Referrals
- In-House Promotions or Transfers
- Internet

CCOIS 2001

Riverside County Economic Development Agency

Teachers – Elementary School

OES Code: 313050 16 Firms Responding



Description

Elementary School Teachers teach elementary (kindergarten through eighth grade) pupils in public schools basic academic, social, and other formative skills. Please do not include special education teachers who teach only handicapped pupils.



Wages and Benefits

NON-UNION, UNION

New to Firm, No Experience

Range \$ 6.25 – 22.90 Median \$ 17.45

New to Firm, Experience

Range \$ 6.75 – 26.51 Median \$ 17.98

Three+ Years with Firm Experience

Range \$ 10.00 – 29.37 Median \$ 19.62

- 44% Union, 56% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	63%		31%	13%			6%	25%
Dental	44%		25%	13%	6%		25%	25%
Vision	38%		31%	13%	6%		25%	25%
Life	44%		19%	13%	13%		25%	25%
Sick Leave	75%		13%	6%			13%	31%
Vacation	56%	6%	6%				38%	31%
Retirement	19%		25%	6%	13%		44%	31%
Child Care			25%				75%	38%
Other								



Work Patterns

- ▶ 98% of all employees surveyed in this occupation work full-time, averaging 37 hours per week.
- ▶ 2% of all the employees surveyed work part-time, averaging 25 hours per week.
- ▶ Employees in the occupation: 17% male and 83% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Very Large (5,790 – 7,130)

Growth Rate: 23.1% Much Faster than Average (.93)

Job Openings: 2,320

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	31%	69%
Employment Over Next 24 Months	6%	13%	81%

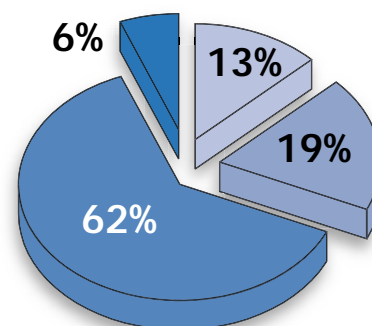


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	○	●
Inexperienced	○	●	○



Education Requirement



- 13% High School
- 19% Associate Degree
- 62% Bachelor Degree
- 6% Graduate Study

Teachers – Elementary School

16 Firms Responding

OES Code: 313050

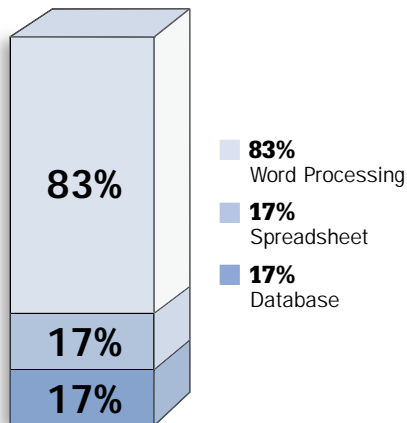
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	6%	63%	31%	6 to 24 Months
Other Occupational Experience Accepted	33%	67%		
Technical or Vocational Training Required	6%	88%	6%	
Training Acceptable in Lieu of Experience	17%	83%		



Computer Software Skills



Emerging Occupations

- Employers did not indicate any emerging occupations.



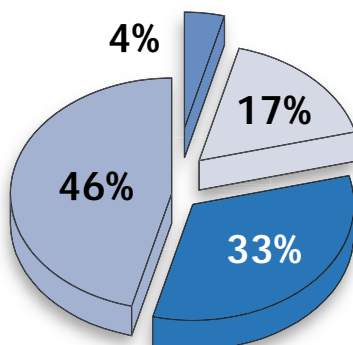
New Skills

- Employers did not indicate any new skills.



Training Providers

- California Baptist University – Riverside
- California State University – Palm Desert Campus
- Chapman University Coachella Valley – Palm Desert
- Chapman University – Moreno Valley
- La Sierra University – Riverside
- University of California – Riverside
- University of California, Extension – Riverside



■ 33% Employees Leaving ■ 4% Promotions
■ 46% New Positions ■ 17% Temporary

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Employee Referrals
- Newspaper Ads
- Colleges/Universities

CCOIS 2001

Riverside County Economic Development Agency

Telephone and Cable T.V. Line Installers and Repairers

OES Code: 857020 12 Firms Responding



Description

Telephone and Cable TV Line Installers and Repairers install and repair telephone and telegraph lines, television distribution cables, poles, and related equipment such as supports, insulation, and guywire systems. Other duties include locating and repairing defects in existing systems, and placing, rearranging, and removing underground or aerial cables.



Wages and Benefits

NON-UNION, UNION

New to Firm, No Experience

Range \$ 6.25 – 8.00 Median \$ 7.13

New to Firm, Experience

Range \$ 10.00 – 17.00 Median \$ 14.50

Three+ Years with Firm Experience

Range \$ 15.00 – 25.00 Median \$ 18.50

• 8% Union, 92% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	25%	8%	33%				33%	17%
Dental	17%		25%		8%		42%	25%
Vision	17%		17%				58%	25%
Life			17%				75%	25%
Sick Leave	50%						42%	25%
Vacation	67%	8%					25%	17%
Retirement	8%			8%			83%	17%
Child Care							92%	25%
Other	8%							



Work Patterns

- ▶ 91% of all employees surveyed in this occupation work full-time, averaging 40 hours per week.
- ▶ 9% of all the employees surveyed work part-time, averaging 22 hours per week.
- ▶ Employees in the occupation: 98% male and 2% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Small (590 – 920)

Growth Rate: 55.9% Much Faster than Average (2.3)

Job Openings: 500

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	33%	67%
Employment Over Next 24 Months	0%	42%	58%

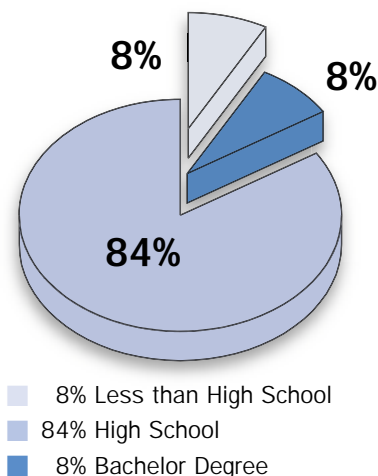


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Inexperienced	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>



Education Requirement



Telephone and Cable T.V. Line Installers and Repairers

12 Firms Responding

OES Code: 857020

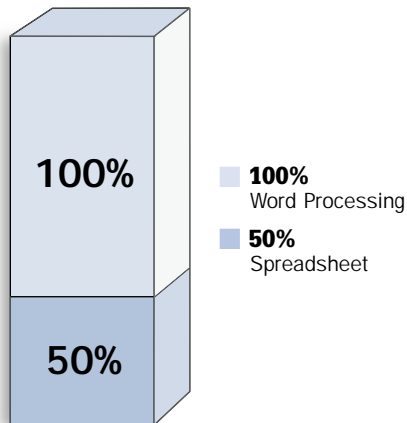
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	75%	0%	25%	12 to 36 Months
Other Occupational Experience Accepted	50%	50%		6 to 36 Months Construction Trades
Technical or Vocational Training Required	33%	67%		3 to 24 Months in Cable or Other Similar
Training Acceptable in Lieu of Experience	58%	42%		3 to 36 Months



Computer Software Skills



Emerging Occupations

- Employers did not indicate any emerging occupations.



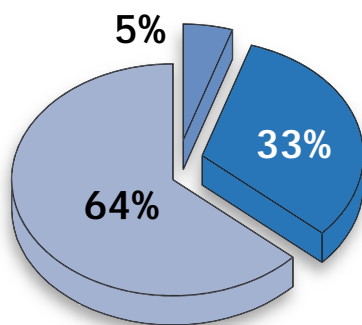
New Skills

- Knowledge of Fiber Optics



Training Providers

- College of the Desert Economic Development and Community Education – Palm Desert
- Riverside Community College – Riverside



- 33% Employees Leaving
- 5% Promotions
- 64% New Positions

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Newspaper Ads
- Employee Referrals
- Walk-in Applicants

CCOIS 2001

Riverside County Economic Development Agency

Truck Drivers – Light Delivery

OES Code: 971050 15 Firms Responding



Description

Light Truck Drivers, including Delivery and Route Workers, drive vehicles with a capacity under 3 tons. They deliver or pick up merchandise and may load and unload trucks. Please do not include workers whose duties include sales.



Wages and Benefits

New to Firm, No Experience

Range \$ 6.25 – 8.00 Median \$ 7.00

New to Firm, Experience

Range \$ 6.50 – 13.00 Median \$ 8.00

Three+ Years with Firm Experience

Range \$ 7.25 – 16.00 Median \$ 10.00

• 100% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	27%		33%				27%	27%
Dental	13%		27%				47%	27%
Vision	7%		20%		7%		53%	27%
Life	13%		27%		7%		40%	27%
Sick Leave	33%						53%	27%
Vacation	60%		7%				20%	27%
Retirement	27%		13%				47%	27%
Child Care							87%	27%
Other*								



Work Patterns

- ▶ 91% of all employees surveyed in this occupation work full-time, averaging 40 hours per week.
- ▶ 5% of all the employees surveyed work part-time, averaging 31 hours per week.
- ▶ Employees in the occupation: 94% male and 6% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Very Large (3,770 – 4,990)

Growth Rate: 32.4% Much Faster than Average (1.3)

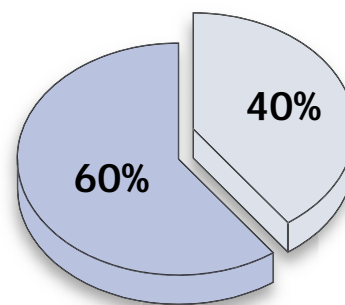
Job Openings: 1,640

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	53%	47%
Employment Over Next 24 Months	0%	47%	53%



Education Requirement



■ 40% Less than High School
■ 60% High School



Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	●	○
Inexperienced	○	●	○

Truck Drivers – Light Delivery

15 Firms Responding

OES Code: 971050

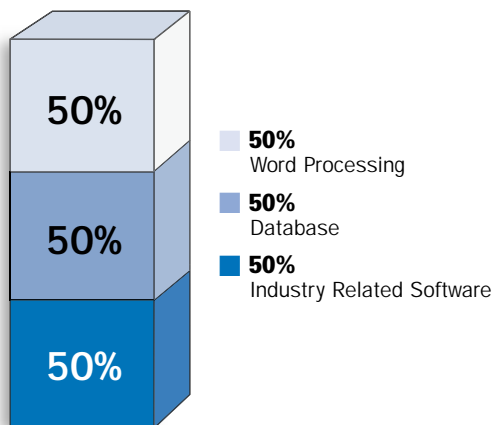
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	27%	20%	53%	3 to 36 Months
Other Occupational Experience Accepted	58%	42%		
Technical or Vocational Training Required	7%	93%		
Training Acceptable in Lieu of Experience	67%	33%		



Computer Software Skills



Emerging Occupations

- Employers did not indicate any emerging occupations.



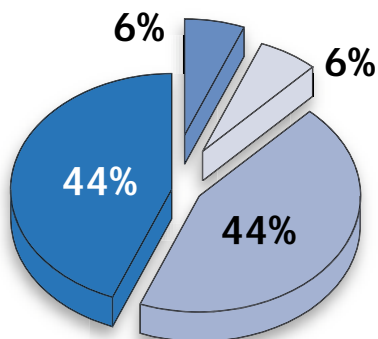
New Skills

- Employers did not indicate any new skills.



Training Providers

- United Truck Driving School – Riverside
- US Truck Driving School – Indio



■ 44% Employees Leaving ■ 6% Promotions
■ 44% New Positions ■ 6% Temporary

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Employee Referrals
- Newspaper Ads
- Walk-in Applicants

CCOIS 2001

Riverside County Economic Development Agency

Ultrasound Technologists

OES Code: 07834999

15 Firms Responding



Description

Ultrasound Technologists, also known as Sonographers, direct nonionizing high frequency sound waves into areas of the patient's body; the equipment then collects reflected echoes to form an image. They explain the procedure, record additional medical history, and then position the patient for testing. Viewing a screen as the scan takes place, they look for subtle differences between healthy and pathological areas, decide which images to include, and judge if the images are satisfactory for diagnostic purposes. Ultrasound Technologists may specialize in neurosonography (the brain), vascular (blood flows), echocardiography (the heart), abdominal (the liver, kidneys, spleen, and pancreas), obstetrics/gynecology (the female reproductive system), and ophthalmology (the eye).



Wages and Benefits

NON-UNION, UNION

New to Firm, No Experience

Range \$ 14.38 – 21.00 Median \$ 17.69

New to Firm, Experience

Range \$ 16.00 – 24.00 Median \$ 19.00

Three+ Years with Firm Experience

Range \$ 20.00 – 26.00 Median \$ 22.00

• 7% Union, 93% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	67%	7%	20%	20%				13%
Dental	47%	7%	27%	20%			13%	13%
Vision	47%	7%	20%	20%	7%		13%	13%
Life	60%	7%	13%	20%			13%	13%
Sick Leave	80%	13%	7%	13%				13%
Vacation	80%	13%	7%	7%		7%		13%
Retirement	67%		13%	7%			7%	33%
Child Care							87%	40%
Other								



Work Patterns

- 57% of all employees surveyed in this occupation work full-time, averaging 40 hours per week.
- 17% of all the employees surveyed work part-time, averaging 29 hours per week.
- 23% of the employees surveyed work temporary or on call, averaging 27 hours per week.
- Employees in the occupation: 26% male and 74% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Data not available

Growth Rate: Data not available

Job Openings: Data not available

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	80%	20%
Employment Over Next 24 Months	0%	73%	27%

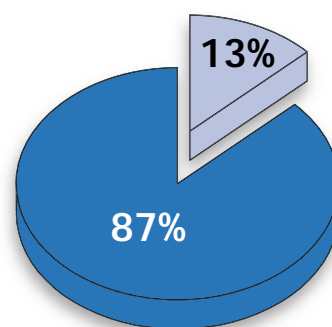


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	○	●
Inexperienced	○	○	●



Education Requirement



- 13% High School
- 87% Training Degree

Ultrasound Technologists

15 Firms Responding

OES Code: 07834999

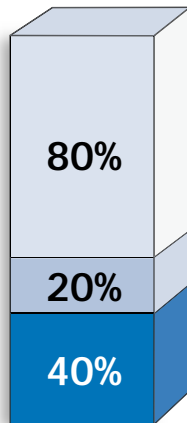
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	86%	7%	7%	12 to 36 Months
Other Occupational Experience Accepted	21%	79%		24 Months as X-Ray Technician
Technical or Vocational Training Required	93%	7%		Certificate
Training Acceptable in Lieu of Experience	7%	93%		6 Months



Computer Software Skills



- 80% Word Processing
- 20% Spreadsheet
- 40% Industry Related Software



Emerging Occupations

- Employers did not indicate any emerging occupations.



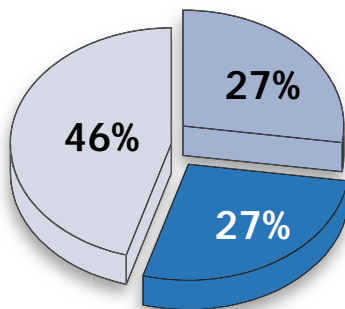
New Skills

- Employers did not indicate any new skills.



Training Providers

- Upon completion of our research on this occupation, no training provider was found in Riverside County.



- 27% Employees Leaving
- 27% New Positions
- 46% Temporary

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Employee Referrals
- Newspaper Ads
- School, Program Referrals

CCOIS **2001**

Riverside County Economic Development Agency

Welders and Cutters

OES Code: 939140 15 Firms Responding



Description

Welders and Cutters use flamecutting, hand, arc, and gas welding equipment, and gas torches, to weld together metal components of such products as pipelines, automobiles, boilers, and ships, or join together components of fabricated sheet metal assemblies, or cut, trim, or scarf metal objects to dimensions as specified by layout, work orders, or blueprints.



Wages and Benefits

NON-UNION, UNION

New to Firm, No Experience

Range \$ 6.25 – 13.00 Median \$ 10.00

New to Firm, Experience

Range \$ 7.87 – 20.00 Median \$ 9.00

Three+ Years with Firm Experience

Range \$ 10.00 – 22.50 Median \$ 12.00

- 20% Union, 80% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	33%		27%		7%	7%	27%	
Dental	33%		13%		7%		40%	7%
Vision	13%		13%		7%		60%	7%
Life	13%		7%		7%		67%	7%
Sick Leave	33%		7%				53%	7%
Vacation	67%						27%	7%
Retirement	20%				13%		60%	7%
Child Care					7%		87%	7%
Other*								



Work Patterns

- ▶ 96% of all employees surveyed in this occupation work full-time, averaging 40 hours per week.
- ▶ 4% of all the employees surveyed work part-time, averaging 20 hours per week.
- ▶ Employees in the occupation: 100% male and 0% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Medium (740 – 990)

Growth Rate: 33.8% Average (1.4)

Job Openings: 400

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	20%	53%	27%
Employment Over Next 24 Months	13%	67%	20%

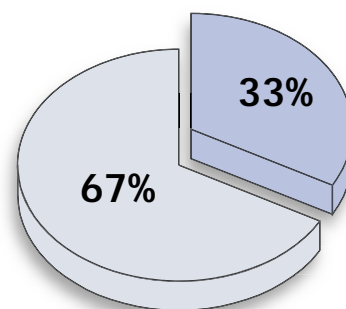


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	●	○
Inexperienced	○	●	○



Education Requirement



- 67% Less than High School
- 33% High School

Welders and Cutters

15 Firms Responding

OES Code: 939140

Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	74%	13%	13%	
Other Occupational Experience Accepted	54%	46%		3 to 12 Months in Construction Trades
Technical or Vocational Training Required	33%	67%		12 to 24 Months Welding Course
Training Acceptable in Lieu of Experience	62%	38%		3 to 12 Months



Computer Software Skills

- Employers indicated no computer skills required for this occupation.



Emerging Occupations

- Employers did not indicate any emerging occupations.



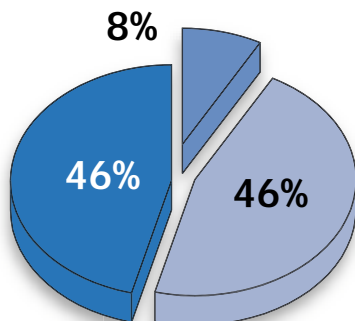
New Skills

- Employers did not indicate any new skills.



Training Providers

- Center for Employment Training – Riverside
- Pala Training College – Blythe
- RCC – Moreno Valley, Norco
- ROP – Elsinore High School – Wildomar
- ROP – Moreno Valley High School – Moreno Valley



- 46% Employees Leaving
- 8% Promotions
- 46% New Positions

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Walk-in Applicants
- Newspaper Ads
- Employee Referrals

CCOIS **2001**

Riverside County Economic Development Agency

Accountants and Auditors
Assemblers-Electrical and Electronic Equipment
Billing, Cost, and Rate Clerks
Bookkeeping and Accounting Clerks
Call Center Workers
Chemical Technicians and Technologists
Child Care Workers
Computer Programmers
Data Processing Equipment Repairers
Financial Managers
Home Health Aides
Insulation Workers
Marketing, Advertising, and Public Relations
Medical Secretaries
Operating Engineers
Paralegal Personnel
Pest Controllers and Pest Control Assistants
Purchasing Managers
Residential Counselors
Respiratory Practitioners
Storage and Distribution Managers
Systems Analyst-Electronic Data Processing
Traffic, Shipping, and Receiving Clerks
Vocational and Educational Counselors

CCOIS

Riverside County Economic Development Agency

2000

Occupational Outlook

Accountants and Auditors

OES Code: 211140 16 Firms Responding



Description

Accountants and Auditors examine, analyze, and interpret accounting records for the purpose of giving advice or preparing statements and installing or advising on systems of recording costs or other financial and budgetary data.



Wages and Benefits

NON-UNION

New to Firm, No Experience

Range \$ 12.20 – 12.20 Median \$ 12.20

New to Firm, Experience

Range \$ 10.36 – 21.73 Median \$ 14.38

Three+ Years with Firm Experience

Range \$ 11.51 – 27.70 Median \$ 20.00

UNION

New to Firm, No Experience

Range \$ n/a – n/a Median \$ n/a

New to Firm, Experience

Range \$ 15.53 – 35.55 Median \$ 21.87

Three+ Years with Firm Experience

Range \$ 16.19 – 43.20 Median \$ 26.23

- Of the firms responding, 56% were Non-Union, 44% were union.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	75%		25%					19%
Dental	69%		31%					19%
Vision	63%		19%				19%	19%
Life	81%		6%		13%			19%
Sick Leave	94%		6%					19%
Vacation	94%		6%					19%
Retirement	63%		31%				6%	19%
Child Care	6%				13%		81%	19%
Other*				6%	13%		38%	6%

* Deferred Compensation



Work Patterns

- ▶ 97% of all employees surveyed in this occupation work full-time, averaging 41 hours per week.
- ▶ 3% of all the employees surveyed work part-time, averaging 25 hours per week.
- ▶ Employees in the occupation: 44% male and 56% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Large (1,590 – 1,930)

Growth Rate: 21.4% Slower than Average (.86)

Job Openings: 530

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	81%	19%
Employment Over Next 24 Months	0%	81%	19%

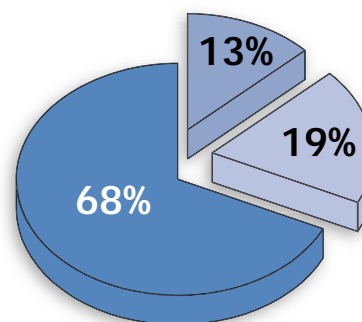


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	●	○
Inexperienced	○	●	○



Education Requirement



- 19% High School
- 13% Associate Degree
- 68% Bachelor Degree

Accountants and Auditors

16 Firms Responding OES Code: 211140

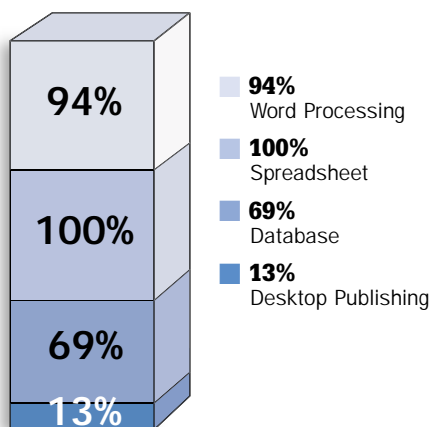
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	81%	0%	19%	12 to 36 Months
Other Occupational Experience Accepted	36%	64%		12 Months Manager or Customer Service in Banking
Technical or Vocational Training Required	50%	50%		12 to 36 Months in Accounting or related courses
Training Acceptable in Lieu of Experience	38%	62%		3 to 36 Months



Computer Software Skills



Emerging Occupations

- Employers did not indicate any emerging occupations.



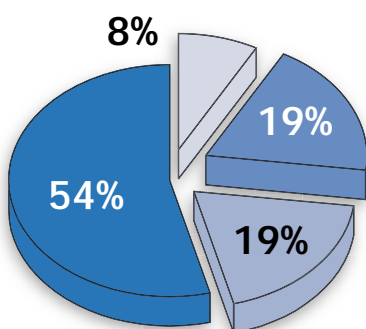
New Skills

- Employers did not indicate any new skills.



Training Providers

- Career Colleges of America – San Bernardino
- Carter Vocational School – Riverside
- College of the Desert – Palm Desert
- Computer Skills Center – Palm Desert
- Educational Options Center – Riverside
- Health Care Innovations – Colton
- Intercoast Colleges – Riverside, Burbank
- La Sierra University – Riverside
- Larson Training Centers – Orange
- MTI College – Colton
- Palo Verde College – Blythe
- Riverside Community College – Riverside, Moreno Valley, Norco
- Skadron College/Corinthian School – San Bernardino
- University of California, Extension – Riverside
- Westech College – Pomona



19% Promotions 19% New Positions
54% Employees Leaving 8% Temporary

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Employee Referrals
- Newspaper Ads
- Internet
- In-House Promotions or Transfers

CCOIS 2000

Assemblers – Electrical and Electronic Equipment

OES Code: 931140 17 Firms Responding



Description

Assemblers of Electrical and Electronic Equipment– Precision assemble, modify prototypes or final assemblies of electrical or electronic equipment, such as missile control systems, radio and test equipment, computers, machine-tool numerical controls, radar, sonar, and telemetering systems, or appliances. Please include workers who primarily assemble electrical systems for machinery.



Wages and Benefits

New to Firm, No Experience

Range \$ 5.75 – 7.50 Median \$ 6.50

New to Firm, Experience

Range \$ 6.00 – 9.00 Median \$ 7.50

Three+ Years with Firm Experience

Range \$ 6.80 – 15.00 Median \$ 9.00

- 100% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	47%		18%				35%	6%
Dental	35%		12%				53%	6%
Vision	29%						71%	6%
Life	41%		6%				53%	6%
Sick Leave	65%						35%	6%
Vacation	88%						12%	6%
Retirement	41%		6%				53%	6%
Child Care							100%	6%
Other*	6%							

* 401K



Work Patterns

- ▶ 96% of all employees surveyed in this occupation work full-time, averaging 40 hours per week.
- ▶ 1% of all the employees surveyed work part-time, averaging 20 hours per week.
- ▶ 3% of the employees surveyed work temporary or on call averaging 40 hours per week.
- ▶ Employees in the occupation: 39% male and 61% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*
(County Average Growth 24.9%)

Size: Small (310 – 450)

Growth Rate: 45.2% Much Faster than Average (1.8)

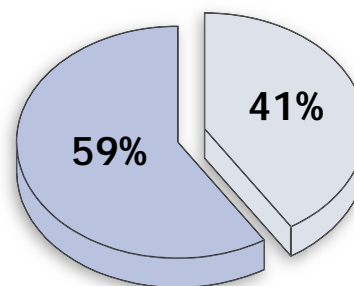
Job Openings: 200

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	59%	41%
Employment Over Next 24 Months	0%	29%	71%



Education Requirement



- 41% Less than High School
- 59% High School



Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	●	○
Inexperienced	●	○	○

Assemblers – Electrical and Electronic Equipment

17 Firms Responding

OES Code: 931140

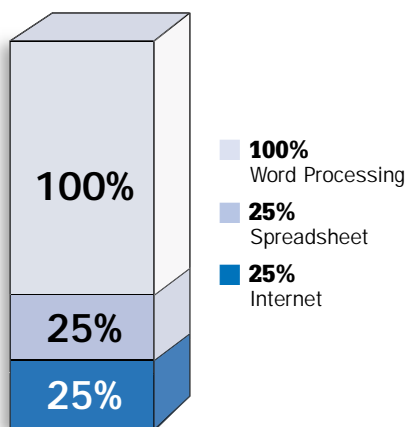
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	24%	58%	18%	6 to 36 Months
Other Occupational Experience Accepted	43%	57%		6 to 36 Months in Industrial or Production
Technical or Vocational Training Required	12%	88%		6 to 24 Months in Electronics, Blueprints
Training Acceptable in Lieu of Experience	43%	57%		



Computer Software Skills



Emerging Occupations

- Employers did not indicate any emerging occupations.



New Skills

- Surface Mount Technology



Training Providers

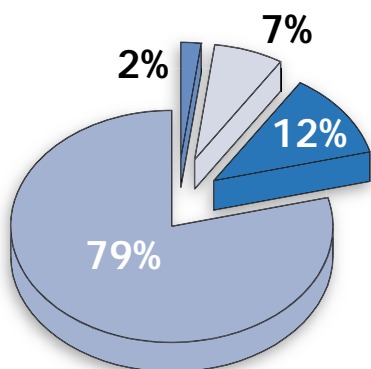
- Computer Education Institute – Riverside
- Educational Options Center – Riverside
- Mt. San Jacinto College – Menifee, San Jacinto
- Riverside Community College – Norco
- ROP – Grindstaff Center – Riverside
- ROP – Temescal Canyon High School – Lake Elsinore



Recruitment

Most Successful Recruitment Methods

- Employee Referrals
- Newspaper Ads
- Private Employment Agencies



79% New Positions
12% Employees Leaving
7% Temporary
2% Promotions

Source of Filled Vacancies

CCOIS 2000

Riverside County Economic Development Agency

Billing, Cost, and Rate Clerks

OES Code: 553440

15 Firms Responding



Description

Billing, Cost, and Rate Clerks compile data, compute fees and charges, and prepare invoices for billing purposes. Their duties also include computing costs and calculating rates for goods, services, and shipment of goods: posting data and keeping other relevant records. Their work may involve the use of typing, adding, calculating, and bookkeeping machines. Please do not include workers who calculate charges for passenger transportation.



Wages and Benefits

New to Firm, No Experience

Range \$ 5.75 – 10.39 Median \$ 7.25

New to Firm, Experience

Range \$ 5.75 – 12.50 Median \$ 10.00

Three+ Years with Firm Experience

Range \$ 7.00 – 20.00 Median \$ 12.00

- 100% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	47%	7%	27%		7%		7%	13%
Dental	33%		27%		7%		20%	20%
Vision	20%		33%		7%		27%	20%
Life	40%		7%		7%		33%	20%
Sick Leave	60%		7%				20%	20%
Vacation	67%		13%				7%	20%
Retirement	33%		13%				40%	20%
Child Care							87%	20%
Other								



Work Patterns

- 92% of all employees surveyed in this occupation work full-time, averaging 40 hours per week.
- 8% of all the employees surveyed work part-time, averaging 27 hours per week.
- Employees in the occupation: 13% male and 87% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Medium (840 – 1,040)

Growth Rate: 23.8% Average (.96)

Job Openings: 330

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	80%	20%
Employment Over Next 24 Months	0%	60%	40%

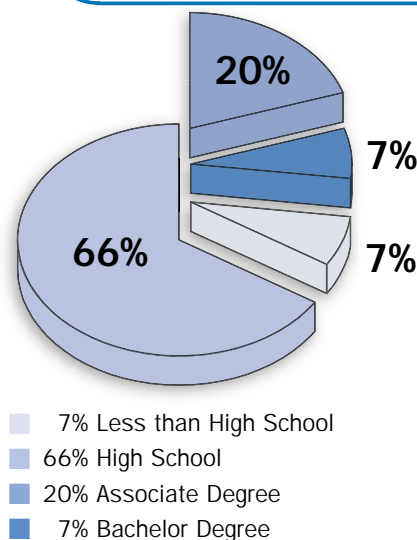


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	●	○
Inexperienced	○	●	○



Education Requirement



Billing, Cost, and Rate Clerks

15 Firms Responding

OES Code: 553440

Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	73%	27%		2 to 36 Months
Other Occupational Experience Accepted	73%	27%		2 to 36 Months Medical or Clerical Field
Technical or Vocational Training Required	7%	86%	7%	9 to 12 Months in Billing Related or ROP courses
Training Acceptable in Lieu of Experience	64%	36%		3 to 24 Months



Emerging Occupations

- Employers did not indicate any emerging occupations.

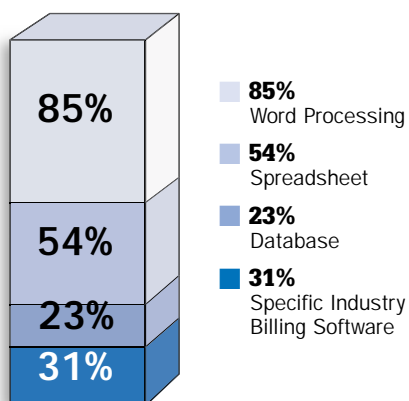


New Skills

- Employers did not indicate any new skills.

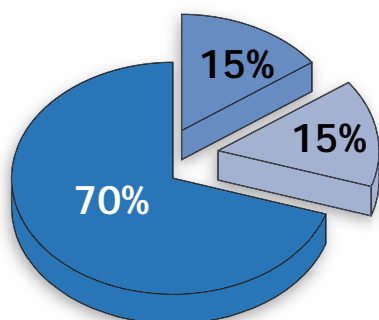


Computer Software Skills



Training Providers

- Automotive Dealership Business School – Long Beach
- California Institute of Customer Engineering – Irvine
- Career Colleges of America – San Bernardino
- Carter Vocational School – Riverside
- Computer Skills Center – Palm Desert
- Educational Options Center – Riverside
- Four D Success Academy – Colton
- Health Care Innovations – Colton
- Larson Training Centers – Orange
- Nova Health Technology – Los Angeles
- Palo Verde College – Blythe
- Premiere Career College – Irwindale
- ROP – Cathedral City High – Cathedral City
- ROP – Palm Springs High – Palm Springs
- ROP – Ramona High – Riverside
- ROP – Riverside County Office of Education – Indio
- ROP – Temecula Valley High – Temecula
- ROP – West Valley High – Hemet
- Skadron College/Corinthian School – San Bernardino
- U. S. Colleges of Health & Human Service – Riverside
- Westech College – Pomona



- 15% Promotions
- 70% Employees Leaving
- 15% New Positions

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Newspaper Ads
- Employer Referrals
- Walk-in Applicants

CCOIS 2000

Riverside County Economic Development Agency

Bookkeeping, Accounting, and Auditing Clerks

OES Code: 553380

16 Firms Responding



Description

Bookkeeping, Accounting, and Auditing Clerks, including Bookkeepers, compute, classify, and record numerical data to keep sets of financial records complete. They perform any combination of routine calculating, posting, and verifying duties to obtain primary financial data for use in maintaining accounting records. They may also check the accuracy of figures, calculations, and postings pertaining to business transactions recorded by other workers. Please do not include individuals whose primary duty is operating special office machines.



Wages and Benefits

New to Firm, No Experience

Range \$ 8.00 – 11.99 Median \$ 10.00

New to Firm, Experience

Range \$ 5.75 – 18.00 Median \$ 10.50

Three+ Years with Firm Experience

Range \$ 6.90 – 20.00 Median \$ 14.19

• 6% Union, 94% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	25%		19%				56%	38%
Dental	6%		6%				88%	38%
Vision			6%				94%	38%
Life	19%						81%	38%
Sick Leave	31%						69%	38%
Vacation	38%						63%	38%
Retirement	6%		13%		6%		75%	38%
Child Care					6%		94%	38%
Other								



Work Patterns

- ▶ 92% of all employees surveyed in this occupation work full-time, averaging 40 hours per week.
- ▶ 8% of all the employees surveyed work part-time, averaging 25 hours per week.
- ▶ Employees in the occupation: 37% male and 63% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Very Large (5,250 – 5,920)

Growth Rate: 12.8% Slower than Average (.51)

Job Openings: 1,390

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	13%	68%	19%
Employment Over Next 24 Months	6%	50%	44%

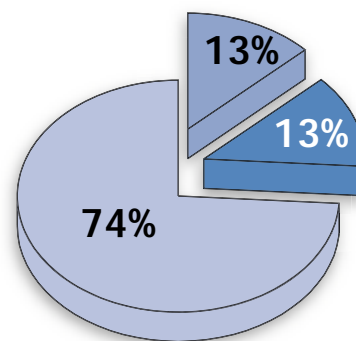


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Inexperienced	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>



Education Requirement



- 74% High School
- 13% Associate Degree
- 13% Bachelor Degree

Bookkeeping, Accounting, and Auditing Clerks

16 Firms Responding OES Code: 553380

Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	88%	6%	6%	1 to 60 Months
Other Occupational Experience Accepted	62%	38%		6 to 24 Months Clerical
Technical or Vocational Training Required	38%	63%		6 to 24 Months in Accounting Bookkeeping or Related Courses
Training Acceptable in Lieu of Experience	40%	60%		3 to 24 Months



Emerging Occupations

- Employers did not indicate any emerging occupations.

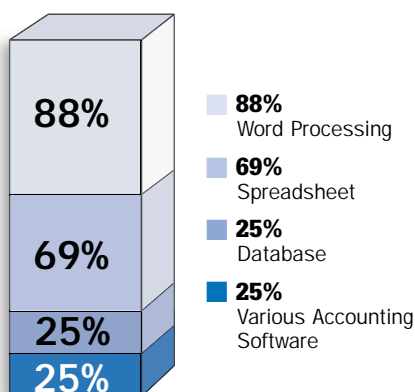


New Skills

- Internet Navigation

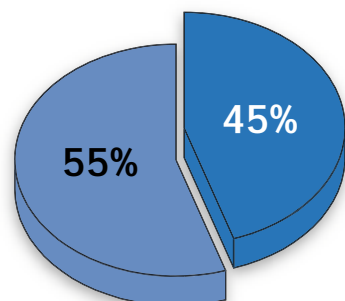


Computer Software Skills



Training Providers

- Career Colleges of America – San Bernardino
- Carter Vocational School – Riverside
- College of the Desert – Palm Desert
- Computer Education Institute – Riverside
- Computer Skills Center – Palm Desert
- Educational Options Center – Riverside
- Executive Business Institute – Riverside
- Health Care Innovations – Colton
- La Sierra University – Riverside
- Larson Training Centers – Orange
- Mt. San Jacinto College – Menifee, San Jacinto
- MTI College – Colton
- Palo Verde College – Blythe
- Riverside Community College – Moreno Valley, Norco, Riverside
- Skadron College/Corinthian School – San Bernardino
- Summit Career College – Colton
- Westech College – Pomona



- 45% Employees Leaving
- 55% Promotions

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Employee Referrals
- Newspaper Ads
- Walk-in Applicants

CCOIS 2000

Riverside County Economic Development Agency

Call Center Workers

OES Code: 531230999

16 Firms Responding



Description

Call Center Workers place or receive telephone calls on behalf of an organization in order to facilitate sales, provide customer service, answer customers' questions, conduct research, or route calls to other divisions in the organization. They may promote and/or take orders for products or services. They may answer customer inquiries regarding accounts or membership in the organization. They may also receive customer complaints and resolve problems with service, billing or credit. They use computers or process orders for products and services. Do not include employees who work primarily as Switchboard Operators or as Dispatchers.



Wages and Benefits

New to Firm, No Experience

Range \$ 8.00 – 9.00 Median \$ 8.54

New to Firm, Experience

Range \$ 7.00 – 13.00 Median \$ 9.62

Three+ Years with Firm Experience

Range \$ 9.80 – 15.41 Median \$ 12.00

- 6% Union, 94% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	44%		50%		6%			38%
Dental	38%		56%		6%			38%
Vision	19%		38%		6%		38%	38%
Life	44%		25%		6%		25%	38%
Sick Leave	69%		19%		13%			38%
Vacation	69%		19%		6%		6%	38%
Retirement	56%		25%		13%	6%	6%	31%
Child Care							100%	38%
Other	6%							



Work Patterns

- ▶ 70% of all employees surveyed in this occupation work full-time, averaging 40 hours per week.
- ▶ 30% of all the employees surveyed work part-time, averaging 27 hours per week.
- ▶ Employees in the occupation: 29% male and 71% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Data not available

Growth Rate: Data not available

Job Openings: Data not available

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	50%	50%
Employment Over Next 24 Months	0%	38%	62%

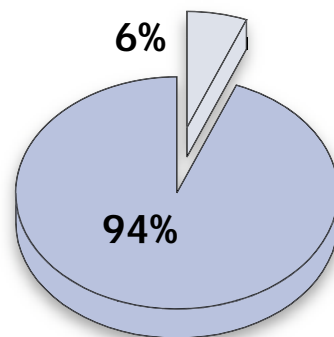


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	●	○
Inexperienced	●	○	○



Education Requirement



- 6% Less than High School
- 94% High School

Call Center Workers

16 Firms Responding

OES Code: 531230999

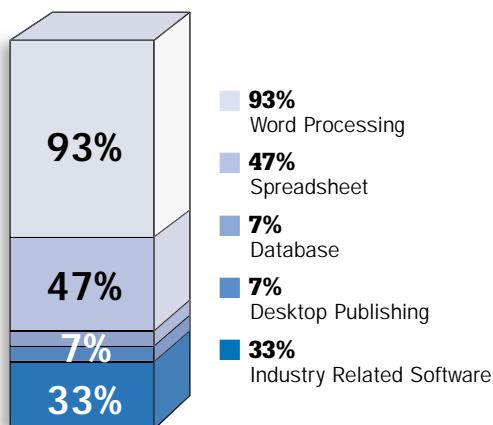
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	62%	19%	19%	3 to 12 Months
Other Occupational Experience Accepted	69%	31%		3 to 24 Months in Sales, Telemarketing, Clerical
Technical or Vocational Training Required	46%	54%		
Training Acceptable in Lieu of Experience	13%	87%		3 to 24 Months



Computer Software Skills



Emerging Occupations

- Employers did not indicate any emerging occupations.



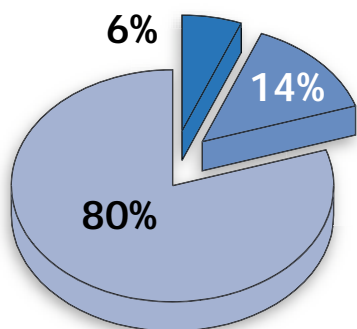
New Skills

- Employers did not indicate any new skills.



Training Providers

- Upon completion of our research of this occupation, no training provider was found in Riverside County.



- 6% Employees Leaving
- 80% New Positions
- 14% Promotions

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Employee Referrals
- Newspaper Ads
- Walk-in Applicants
- Word of Mouth

CCOIS 2000

Riverside County Economic Development Agency

Chemical Technicians and Technologists

OES Code: 245050

6 Firms Responding



Description

Chemical Technicians and Technologists (except Medical and Clinical) conduct chemical and physical laboratory tests to assist scientists in making qualitative and quantitative analyses of solids, liquids, and gaseous material for purposes such as research and development of new products or processes, quality control, maintenance of environmental standards, and other work involving experimental, theoretical, or practical application of chemistry and related sciences. Please do not include workers who primarily do medical and clinical laboratory work.



Wages and Benefits

New to Firm, No Experience

Range \$ 6.00 – 12.47 Median \$ 7.00

New to Firm, Experience

Range \$ 7.50 – 20.00 Median \$ 13.05

Three+ Years with Firm Experience

Range \$ 8.50 – 25.00 Median \$ 15.41

- 100% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	67%		33%					33%
Dental	67%		33%					33%
Vision	17%		33%		33%		17%	33%
Life	17%		17%		33%		33%	33%
Sick Leave	83%						17%	33%
Vacation	100%							33%
Retirement	83%						17%	33%
Child Care							100%	33%
Other*								



Work Patterns

- ▶ 89% of all employees surveyed in this occupation work full-time, averaging 40 hours per week.
- ▶ 9% of all the employees surveyed work part-time, averaging 20 hours per week.
- ▶ 2% of the employees surveyed work temporary or on call, averaging 24 hours per week.
- ▶ Employees in the occupation: 60% male and 40% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Small (110 – 160)

Growth Rate: 45.5 Much Faster than Average (1.83)

Job Openings: 70

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	33%	67%
Employment Over Next 24 Months	0%	33%	67%

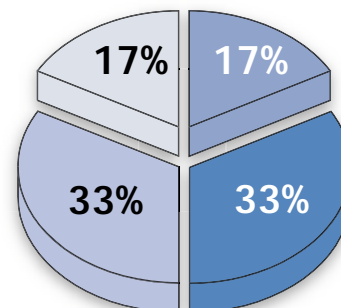


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	○	●
Inexperienced	●	○	○



Education Requirement



- 17% Less than High School
- 33% High School or Equivalent
- 17% Associate Degree
- 33% Bachelor Degree

Chemical Technicians and Technologists

6 Firms Responding

OES Code: 245050

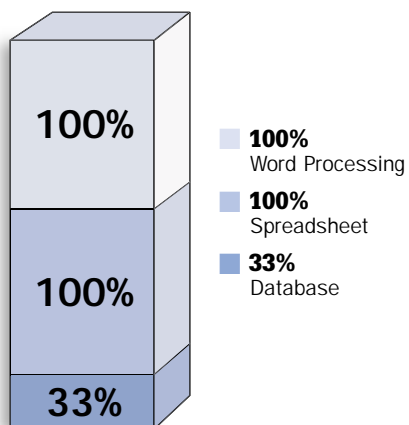
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	50%	17%	33%	6 to 36 Months
Other Occupational Experience Accepted	20%	80%		6 Months in Research Development
Technical or Vocational Training Required	60%	40%		6 to 12 Months
Training Acceptable in Lieu of Experience	17%	33%		24 Months in Life Science



Computer Software Skills



Emerging Occupations

Employers did not indicate any emerging occupations.



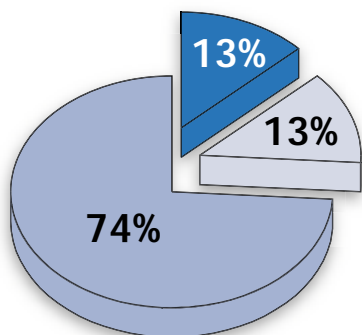
New Skills

► Employers did not indicate any new skills



Training Providers

- College of the Desert – Palm Desert
- Mt. San Jacinto College – San Jacinto, Menifee
- Palo Verde College – Blythe
- Riverside Community College – Riverside



- 13% Employees Leaving
- 74% New Positions
- 13% Temporary

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- In-House Promotions or Transfers
- Newspaper Ads
- Private Employment Agencies

CCOIS 2000

Riverside County Economic Development Agency

Child Care Workers

OES Code: 680380 15 Firms Responding



Description

Child Care Workers attend to children at school, businesses, and institutions performing a variety of tasks, such as dressing, feeding, bathing, and overseeing play. Please do not include workers whose primary function is to teach in a structured setting.



Wages and Benefits

New to Firm, No Experience

Range \$ 5.75 – 8.58 Median \$ 6.75

New to Firm, Experience

Range \$ 5.75 – 8.00 Median \$ 6.75

Three+ Years with Firm Experience

Range \$ 6.25 – 10.00 Median \$ 7.76

- 100% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	43%	7%	7%	14%			21%	50%
Dental	36%	7%	14%	14%			21%	50%
Vision	7%		14%	7%	14%		36%	64%
Life	7%		14%	7%	14%		36%	64%
Sick Leave	43%	21%	7%	7%			21%	43%
Vacation	43%	29%	7%	7%			21%	36%
Retirement	14%	7%					57%	64%
Child Care	7%		21%	21%			43%	50%
Other							71%	71%



Work Patterns

- 53% of all employees surveyed in this occupation work full-time, averaging 40 hours per week.
- 30% of all the employees surveyed work part-time, averaging 24 hours per week.
- 17% of the employees surveyed work temporary, on call or seasonal, averaging 25 hours per week.
- Employees in the occupation: 18% male and 82% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Large (1,610 – 2,100)

Growth Rate: 30.4% Faster than Average (1.22)

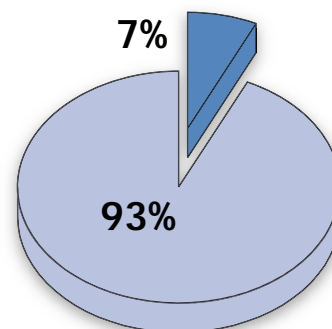
Job Openings: 610

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	53%	47%
Employment Over Next 24 Months	0%	27%	73%



Education Requirement



- 93% High School
- 7% Bachelor Degree



Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	●	○
Inexperienced	●	○	○

Child Care Workers

15 Firms Responding OES Code: 680380

Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	53%	40%	7%	4 to 36 Months
Other Occupational Experience Accepted	13%	87%		
Technical or Vocational Training Required	53%	40%	7%	3 to 12 Months Childhood Development, ROP Courses
Training Acceptable in Lieu of Experience	67%	33%		4 to 12 Months



Emerging Occupations

- Infant Mental Health Specialist



New Skills

- Employers did not indicate any new skills



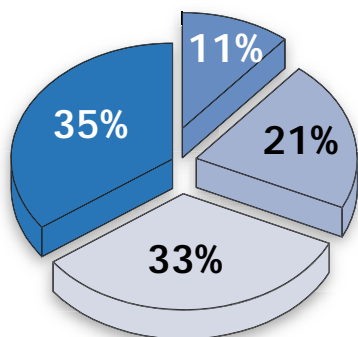
Computer Software Skills

- Employers indicated no computer skills required for this occupation.



Training Providers

- College of the Desert – Palm Desert
- La Sierra University – Riverside
- Mt. San Jacinto College – San Jacinto, Menifee
- Palo Verde College – Blythe
- Riverside Community College – Moreno Valley, Norco, Riverside
- ROP – Banning High – Banning
- ROP – Corona Regional Medical Center – Corona
- ROP – Grindstaff Center – Riverside
- ROP – Moreno Valley USD – Moreno Valley
- ROP – Ortega High – Lake Elsinore
- ROP – Riverside County Office of Education – Indio
- University of California, Extension – Riverside



11% Promotions 21% New Positions
35% Employees Leaving 33% Temporary

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Newspaper Ads
- College or University Postings
- School, Program Referrals
- Walk-In Applicants

CCOIS 2000

Riverside County Economic Development Agency

Computer Programmers, including Aides

OES Code: 251051 15 Firms Responding



Description

Computer programmers, including Aides, convert symbolic statements of administrative data, business, scientific, engineering, and other technical problem formulation into detailed logical flow charts for coding into computer language. They develop and write computer programs to store, locate, and retrieve specific documents, data, and information.



Wages and Benefits

New to Firm, No Experience

Range \$ 10.00 – 19.18 Median \$ 17.98

New to Firm, Experience

Range \$ 11.51 – 31.16 Median \$ 20.00

Three+ Years with Firm Experience

Range \$ 15.00 – 45.00 Median \$ 31.16

- 100% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	53%		27%				13%	13%
Dental	33%		27%		7%		27%	13%
Vision	31%		33%		7%		40%	13%
Life	20%		20%				53%	13%
Sick Leave	67%		7%				20%	13%
Vacation	73%		7%				13%	13%
Retirement	27%		33%				33%	13%
Child Care							93%	13%
Other*								



Work Patterns

- ▶ 92% of all employees surveyed in this occupation work full-time, averaging 40 hours per week.
- ▶ 3% of all the employees surveyed work part-time, averaging 20 hours per week.
- ▶ 3% of the employees surveyed work temporary, or on call, averaging 20 hours per week.
- ▶ 2% of the employees surveyed work seasonal, averaging 8 hours per week.
- ▶ Employees in the occupation: 83% male and 17% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Small (420 – 520)

Growth Rate: 23.8% Average (.96)

Job Openings: 200

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	47%	53%
Employment Over Next 24 Months	0%	20%	80%

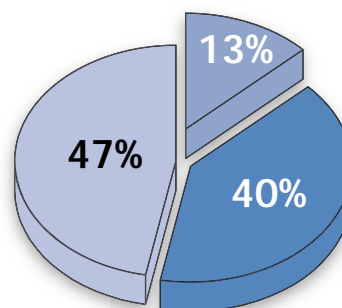


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Inexperienced	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>



Education Requirement



- 47% High School
- 13% Associate Degree
- 40% Bachelor Degree

Computer Programmers, including Aides

15 Firms Responding OES Code: 251051

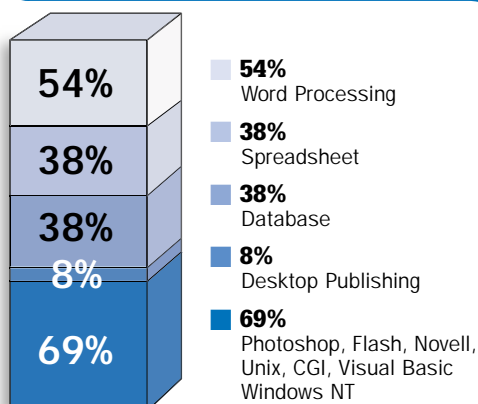
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	73%	13%	13%	6 to 60 Months
Other Occupational Experience Accepted	15%	85%		
Technical or Vocational Training Required	67%	33%		4 to 48 Months in Computer or Related Courses
Training Acceptable in Lieu of Experience	46%	54%		6 to 36 Months



Computer Software Skills



Emerging Occupations

- Employers did not indicate any emerging occupations.



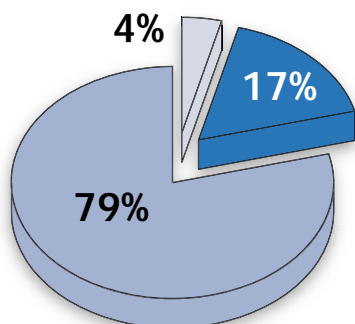
New Skills

- JAVA Programming



Training Providers

- Chapman University Academic Center – Palm Desert
- College of the Desert – Palm Desert
- Helms Technical Training – Torrance
- Mt. San Jacinto College – San Jacinto, Menifee
- Net 10 Technologies – Rancho Cucamonga
- New Horizons – Burbank, Colton, Culver City, Santa Ana
- Palo Verde College – Blythe
- Riverside Community College – Moreno Valley, Norco, Riverside
- ROP – Grindstaff Center – Riverside
- ROP – Moreno Valley High – Moreno Valley
- ROP – San Jacinto High – San Jacinto
- Software Education – Brea, Riverside
- United Education Institute – Ontario



Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Employee Referrals
- In-House Promotions or Transfers
- Newspaper Ads

CCOIS 2000

Riverside County Economic Development Agency

Data Processing Equipment Repairers

OES Code: 857050

15 Firms Responding



Description

Data Processing Equipment Repairers repair, maintain, and install electronic computers (mainframes, minis, and micros), peripheral equipment, and word processing systems. Please do not include Non-Data Processing Equipment Repairers.



Wages and Benefits

New to Firm, No Experience

Range \$ 6.00 – 20.00 Median \$ 7.18

New to Firm, Experience

Range \$ 5.75 – 15.00 Median \$ 10.00

Three+ Years with Firm Experience

Range \$ 8.00 – 40.00 Median \$ 15.00

- 100% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	33%		13%		7%		40%	20%
Dental	20%				7%		67%	20%
Vision	20%				7%		67%	20%
Life	27%				7%		60%	20%
Sick Leave	53%						40%	20%
Vacation	60%						33%	20%
Retirement	20%						73%	20%
Child Care							93%	20%
Other*								



Work Patterns

- ▶ 63% of all employees surveyed in this occupation work full-time, averaging 40 hours per week.
- ▶ 5% of all the employees surveyed work part-time, averaging 25 hours per week.
- ▶ 32% of the employees surveyed work temporary or on call, averaging 27 hours per week.
- ▶ Employees in the occupation: 82% male and 18% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Data Not Available

Growth Rate: Data Not Available

Job Openings: Data not available

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	13%	74%	13%
Employment Over Next 24 Months	20%	40%	40%

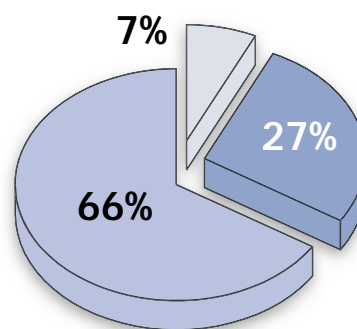


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Inexperienced	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>



Education Requirement



- 7% Less than High School
- 66% High School
- 27% Associate Degree

Data Processing Equipment Repairers

15 Firms Responding

OES Code: 857050

Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	74%	13%	13%	6 to 60 Months
Other Occupational Experience Accepted	42%	58%		3 Months in Printer Repair
Technical or Vocational Training Required	53%	47%		6 to 48 Months in Computer or Related Courses
Training Acceptable in Lieu of Experience	54%	46%		4 to 12 Months



Emerging Occupations

- Internet Servicing

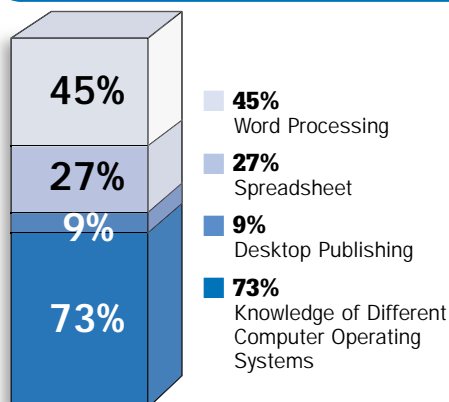


New Skills

- Certification
- Web Design
- Networking
- Programming

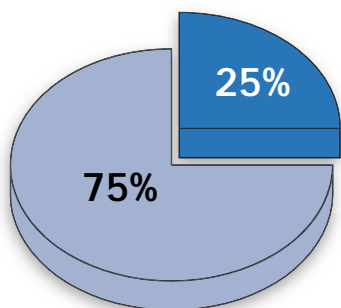


Computer Software Skills



Training Providers

- Associated Technical College – Vista
- California Institute of Customer Engineering – Irvine
- Chapman University Academic Center – Palm Desert
- Computer Education Institute – Riverside
- Executive Business Institute – Riverside
- Net 10 Technologies – Rancho Cucamonga
- New Horizons – Burbank, Colton, Culver City, Santa Ana
- Palo Verde College – Blythe
- ROP – Coachella Valley High – Coachella
- ROP – Hemet High – Hemet
- ROP – Palm Springs High – Palm Springs
- ROP – RCOE – Indio
- ROP – Santiago High – Corona
- ROP – West Valley High – Hemet
- Software Education – Brea, Riverside
- United Education Institute – Ontario



- 25% Employees Leaving
- 75% New Positions

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Employee Referrals
- In-House Promotions or Transfer
- School, Program Referrals
- Newspaper Ads

CCOIS 2000

Riverside County Economic Development Agency

Financial Managers

OES Code: 130020 15 Firms Responding



Description

Financial Managers plan, organize, direct, control, or coordinate the financial activities of an organization. Please include managers in banks or similar financial institutions who advise on credit and investment policy or negotiate general policy with financial or other institutions.



Wages and Benefits

New to Firm, No Experience

Range \$ 7.50 – 21.58 Median \$ 18.75

New to Firm, Experience

Range \$ 8.00 – 33.52 Median \$ 27.81

Three+ Years with Firm Experience

Range \$ 8.63 – 42.62 Median \$ 31.16

- 100% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	33%		60%				7%	100%
Dental	27%		53%		7%		13%	100%
Vision	33%		13%				53%	100%
Life	40%		40%				20%	100%
Sick Leave	67%		20%				13%	100%
Vacation	73%		20%				7%	100%
Retirement	53%		33%				13%	100%
Child Care			7%				93%	100%
Other*	7%						7%	100%

* Education Assistance



Work Patterns

- ▶ 94% of all employees surveyed in this occupation work full-time, averaging 41 hours per week.
- ▶ 6% of all the employees surveyed work part-time, averaging 9 hours per week.
- ▶ Employees in the occupation: 53% male and 47% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Large (1,730 – 2,130)

Growth Rate: 23.1% Average (.93)

Job Openings: 600

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	100%	0%
Employment Over Next 24 Months	0%	67%	33%

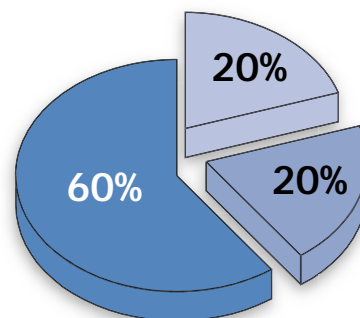


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Inexperienced	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>



Education Requirement



- 20% High School
- 20% Associate Degree
- 60% Bachelor Degree

Financial Managers

15 Firms Responding

OES Code: 130020

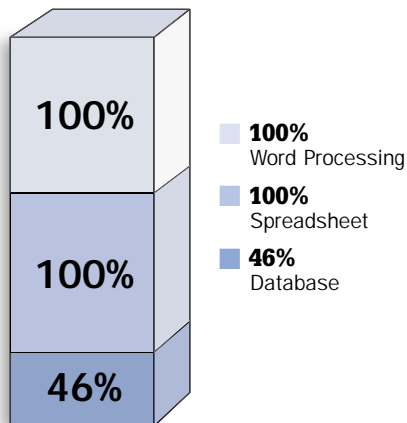
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	80%	20%		12 to 60 Months
Other Occupational Experience Accepted	58%	42%		12 to 60 Months in other Management
Technical or Vocational Training Required	33%	60%	7%	Financial, Accounting and other Management Training, Series License
Training Acceptable in Lieu of Experience	17%	83%		24 to 36 Months



Computer Software Skills



Emerging Occupations

- Employers did not indicate any emerging occupations.



New Skills

- Employers did not indicate any new skills.



Training Providers

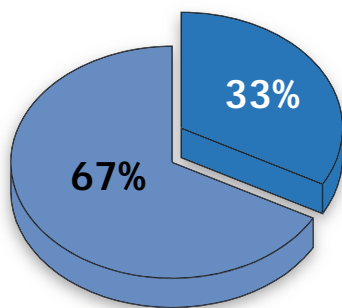
- Mt. San Jacinto College – San Jacinto, Menifee
- Palo Verde College – Blythe
- Riverside Community College – Riverside, Norco, Moreno Valley



Recruitment

Most Successful Recruitment Methods

- Employee Referrals
- Newspaper Ads
- Internet



- 33% Employees Leaving
- 67% Promotions

Source of Filled Vacancies

CCOIS 2000

Riverside County Economic Development Agency

Home Health Aides

OES Code: 660110 15 Firms Responding



Description

Home Health Aides care for elderly, convalescent, or handicapped person in home of patient. They perform duties for patients such as changing bed linen, preparing meals, assisting in and out of bed, bathing, dressing, grooming, and assisting with medications under doctors' orders or direction of nurse. Please exclude Nursing Aides and Homemakers.



Wages and Benefits

New to Firm, No Experience

Range \$ 6.10 – 7.75 Median \$ 6.63

New to Firm, Experience

Range \$ 6.14 – 11.00 Median \$ 8.00

Three+ Years with Firm Experience

Range \$ 6.25 – 14.00 Median \$ 9.00

- 100% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	40%		20%	27%		7%	33%	33%
Dental	27%		27%	27%	7%	7%	33%	33%
Vision	13%		27%	20%		7%	53%	40%
Life	7%		27%	20%	7%		53%	47%
Sick Leave	27%	13%	13%	13%			53%	40%
Vacation	33%	13%	20%	20%			40%	33%
Retirement	13%	7%	33%	13%	7%		40%	47%
Child Care							93%	67%
Other							93%	67%



Work Patterns

- 52% of all employees surveyed in this occupation work full-time, averaging 37 hours per week.
- 41% of all the employees surveyed work part-time, averaging 37 hours per week.
- 7% of the employees surveyed work temporary or on call, averaging 17 hours per week.
- Employees in the occupation: 18% male and 82% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Small (430 – 600)

Growth Rate: 39.5% Much Faster than Average (1.59)

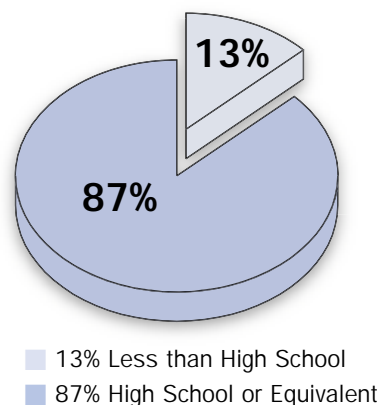
Job Openings: 220

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	53%	47%
Employment Over Next 24 Months	0%	47%	53%



Education Requirement



Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	●	○
Inexperienced	○	○	●

Home Health Aides

15 Firms Responding OES Code: 660110

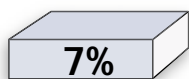
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	67%	13%	20%	2 to 12 Months
Other Occupational Experience Accepted	54%	46%		
Technical or Vocational Training Required	33%	67%		1 to 12 Months CNA Training, HHA Certification
Training Acceptable in Lieu of Experience	38%	62%		3 to 12 Months



Computer Software Skills



7% Word Processing



Emerging Occupations

- ▶ Employers did not indicate any emerging occupations.



New Skills

- ▶ CPR Certification
- ▶ Reading and Writing Skills



Training Providers

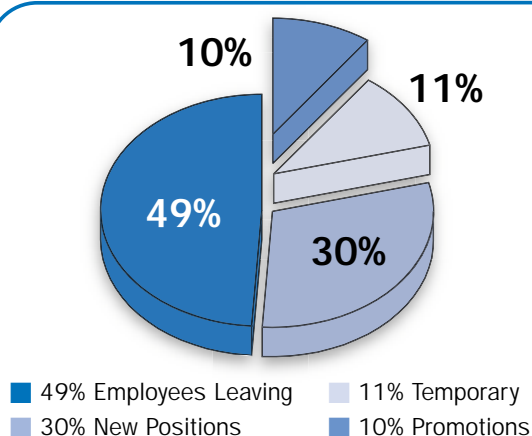
- ▶ California Paramedical & Technical College – Riverside
- ▶ Career Moves – Riverside
- ▶ College of the Desert – Palm Desert
- ▶ Educational Options Center – Riverside
- ▶ Four D Success Academy – Colton
- ▶ Mt. San Jacinto College – San Jacinto, Menifee
- ▶ Palo Verde College – Blythe
- ▶ Riverside Community College – Moreno Valley, Norco, Riverside
- ▶ ROP – Arlington High – Riverside
- ▶ ROP – Corona Regional Medical Center – Corona
- ▶ ROP – March Mountain High – Moreno Valley
- ▶ ROP – Riverside County Office of Education – Indio
- ▶ ROP – West Valley High – Hemet



Recruitment

Most Successful Recruitment Methods

- ▶ Employee Referrals
- ▶ Newspaper Ads
- ▶ School, Program Referrals
- ▶ Walk-In Applications



Source of Filled Vacancies

CCOIS 2000

Insulation Workers

OES Code: 878020 4 Firms Responding



Description

Insulation Workers perform duties concerned with covering and lining structures with asbestos, cork, canvas, tar paper, magnesia, and related materials using saws, knives, rasps, trowels, and other tools and implements.



Wages and Benefits

NON-UNION, UNION

New to Firm, No Experience

Range \$ 6.00 – 7.00 Median \$ 6.50

New to Firm, Experience

Range \$ 8.00 – 20.00 Median \$ 9.00

Three+ Years with Firm Experience

Range \$ 8.00 – 24.00 Median \$ 13.75

- Of the firms responding, 75% were Non-Union, 25% were union.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	25%		25%		25%		25%	
Dental	25%		25%		25%		25%	
Vision			25%				75%	
Life			25%				75%	
Sick Leave	25%						75%	
Vacation	25%		25%				50%	
Retirement	25%		25%				50%	
Child Care							100%	
Other								



Work Patterns

- 100% of all employees surveyed in this occupation work full-time, averaging 40 hours per week.
- Employees in the occupation: 100% male and 0% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Data not available

Growth Rate: Data not available

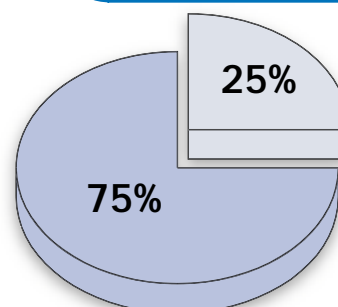
Job Openings: Data not available

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	0%	100%
Employment Over Next 24 Months	0%	25%	75%



Education Requirement



25% Less than High School
75% High School



Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	●	○
Inexperienced	●	○	○

Insulation Workers

4 Firms Responding

OES Code: 878020

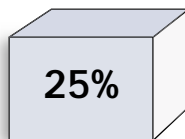
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	50%	25%	25%	6 to 12 Months
Other Occupational Experience Accepted	100%	0%		
Technical or Vocational Training Required	0%	100%		
Training Acceptable in Lieu of Experience	100%	0%		6 to 12 Months



Computer Software Skills



25% Word Processing



Emerging Occupations

- Employers did not indicate any emerging occupations.



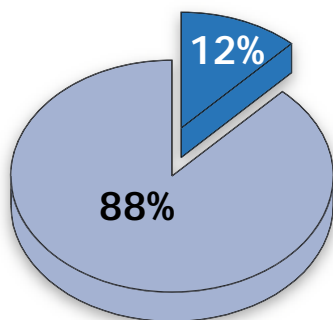
New Skills

- Employers did not indicate any new skills.



Training Providers

- Upon completion of our research on this occupation, no training provider was found in Riverside.



12% Employees Leaving
88% New Positions

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Employee Referrals
- Newspaper Ads
- In House Promotions or Transfers
- Word of Mouth

CCOIS 2000

Riverside County Economic Development Agency

Marketing, Advertising, and Public Relations Managers

OES Code: 130110 15 Firms Responding



Description

Marketing, Advertising, and Public Relations Managers formulate marketing policies, direct sales activities, and plan, organize, and direct advertising and public relations activities for a department, an entire organization, or on an account basis.



Wages and Benefits

New to Firm, No Experience

Range \$ 7.19 – 8.75 Median \$ 7.50

New to Firm, Experience

Range \$ 5.75 – 26.47 Median \$ 12.47

Three+ Years with Firm Experience

Range \$ 10.00 – 34.52 Median \$ 17.05

- 100% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	53%	7%	40%				7%	33%
Dental	40%	7%	40%		7%		13%	33%
Vision	27%		33%		7%		33%	40%
Life	53%	7%	13%		7%		27%	33%
Sick Leave	53%	7%	13%		13%		20%	33%
Vacation	53%	7%	20%		7%		20%	33%
Retirement	20%	7%	13%		7%		60%	33%
Child Care					7%		93%	40%
Other	13%							7%



Work Patterns

- ▶ 27% of all employees surveyed in this occupation work full-time, averaging 40 hours per week.
- ▶ 73% of all the employees surveyed work part-time, averaging 29 hours per week.
- ▶ Employees in the occupation: 81% male and 19% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Medium (930 – 1190)

Growth Rate: 28.0% Faster than Average (1.12)

Job Openings: 360

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	80%	20%
Employment Over Next 24 Months	7%	60%	33%

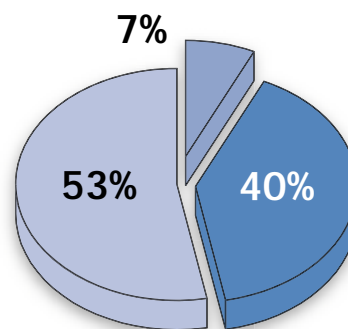


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Inexperienced	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>



Education Requirement



- 53% High School
- 7% Associate Degree
- 40% Bachelor Degree

Marketing, Advertising, and Public Relations Managers

15 Firms Responding OES Code: 130110

Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	80%	7%	13%	5 to 48 Months
Other Occupational Experience Accepted	71%	29%		5 to 48 Months in Sales, Media or Customer Service
Technical or Vocational Training Required	13%	80%	7%	5 to 48 Months in Various Media, Management
Training Acceptable in Lieu of Experience	21%	77%		5 to 48 Months



Emerging Occupations

- Employers did not indicate any emerging occupations.

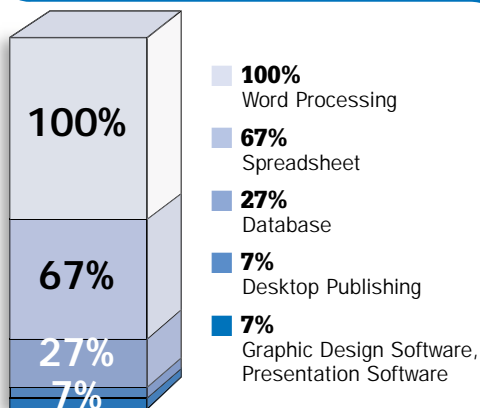


New Skills

- Website Development

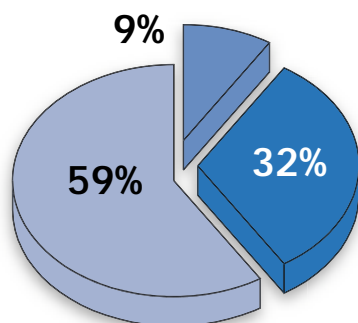


Computer Software Skills



Training Providers

- Mt. Jacinto College – Menifee, San Jacinto
- Riverside Community College – Riverside
- ROP – Arlington High – Riverside
- ROP – Beaumont High – Beaumont
- ROP – Buena Vista High – Corona
- ROP – Canyon Springs High – Moreno Valley
- ROP – Cathedral City High – Cathedral City
- ROP – Chaparral High – Temecula
- ROP – Coachella Valley High – Coachella
- ROP – Hemet High – Hemet
- ROP – Jurupa Valley High – Riverside
- ROP – La Sierra High – La Sierra
- ROP – Murrieta Valley High – Murrieta
- ROP – Norte Vista High – Norte Vista
- ROP – Palm Springs High – Palm Springs
- ROP – Palo Verde High – Blythe
- ROP – Perris High – Perris
- ROP – Rancho Verde High – Moreno Valley
- ROP – Riverside County Office of Education/Indio
- ROP – Rubidoux High – Riverside
- ROP – San Jacinto High – San Jacinto
- ROP – Temecula Valley High – Temecula
- ROP – West Valley High – Hemet
- University of California, Extension – Riverside



- 32% Employees Leaving
- 59% New Positions
- 9% Promotions

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Employee Referrals
- Newspaper Ads
- In-House Promotions or Transfers

CCOIS 2000

Riverside County Economic Development Agency

Medical Secretaries

OES Code: 551050 16 Firms Responding



Description

Medical Secretaries perform secretarial duties utilizing specific knowledge of medical terminology and hospital, clinic, or laboratory procedures. Their duties include taking dictation, and compiling and recording medical charts, reports, and correspondence, as well as preparing and sending bills to patients or recording appointments.



Wages and Benefits

New to Firm, No Experience

Range \$ 5.75 – 9.00 Median \$ 5.75

New to Firm, Experience

Range \$ 6.00 – 10.00 Median \$ 8.00

Three+ Years with Firm Experience

Range \$ 7.00 – 15.00 Median \$ 10.00

- 100% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	63%		25%	13%	6%			13%
Dental	44%		25%	13%	6%		19%	13%
Vision	25%		13%	13%	6%		50%	13%
Life	25%			6%	6%		63%	19%
Sick Leave	75%	6%		6%			19%	13%
Vacation	75%	6%		6%			19%	13%
Retirement	56%	6%		6%			38%	13%
Child Care							94%	25%
Other*	6%							

* Holidays



Work Patterns

- ▶ 82% of all employees surveyed in this occupation work full-time, averaging 40 hours per week.
- ▶ 14% of all the employees surveyed work part-time, averaging 24 hours per week.
- ▶ 4% of the employees surveyed work temporary or on call, averaging 40 hours per week.
- ▶ Employees in the occupation: 5% male and 95% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Small (360 – 420)

Growth Rate: 16.7% Slower than Average (.67)

Job Openings: 100

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	6%	63%	31%
Employment Over Next 24 Months	0%	62%	38%

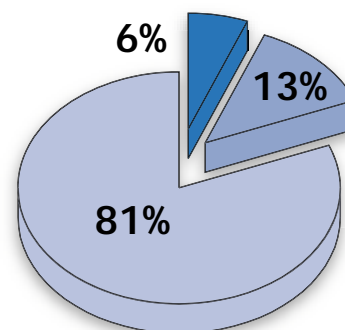


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	●	○
Inexperienced	○	●	○



Education Requirement



- 81% High School
- 13% Associate Degree
- 6% Graduate Study

Medical Secretaries

16 Firms Responding OES Code: 551050

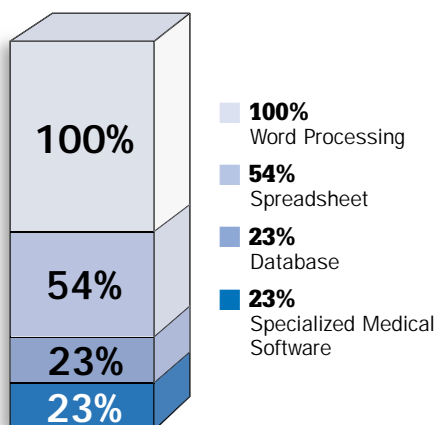
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	81%	19%		6 to 36 Months
Other Occupational Experience Accepted	77%	23%		6 to 24 Months in Insurance Billing
Technical or Vocational Training Required	44%	56%		3 to 9 Months in Medical Field
Training Acceptable in Lieu of Experience	54%	46%		3 to 12 Months



Computer Software Skills



Emerging Occupations

- Employers did not indicate any emerging occupations.



New Skills

- Internet



Training Providers

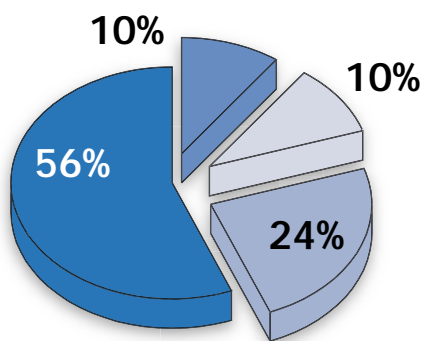
- Career Colleges of America – San Bernardino
- Career Moves – Riverside
- Educational Options Center – Riverside
- Health Care Innovations – Colton
- Larson Training Centers – Orange
- Palo Verde College – Blythe
- Premiere Career College – Irwindale
- Riverside Community College – Moreno Valley, Norco, Riverside
- ROP – Grindstaff Center II – Riverside
- Skadron College/Corinthian School – San Bernardino
- Summit Career College – Colton
- U. S. Colleges of Health & Human Service – Riverside
- Westech College – Pomona



Recruitment

Most Successful Recruitment Methods

- Newspaper Ads
- Employee Referrals
- Walk-In Applicants



56% Employees Leaving
24% New Positions
10% Promotions
10% Temporary

Source of Filled Vacancies

CCOIS 2000

Riverside County Economic Development Agency

Operating Engineers

OES Code: 979560 17 Firms Responding



Description

Operating Engineers operate several types of power construction equipment, such as compressors, pumps, hoists, derricks, cranes, shovels, tractors, scrapers, or motor graders to excavate, move and grade earth, erect structures, or pour concrete or other hard surface paving. They may repair and maintain equipment in addition to other duties. Please do not include workers who specialize in operation of a single type of heavy equipment such as bulldozer or crane.



Wages and Benefits

NON-UNION

New to Firm, No Experience

Range \$ 12.00 – 12.00 Median \$ 12.00

New to Firm, Experience

Range \$ 8.00 – 25.00 Median \$ 16.00

Three+ Years with Firm Experience

Range \$ 15.00 – 30.00 Median \$ 20.00

UNION

New to Firm, No Experience

Range \$ n/a – n/a Median \$ n/a

New to Firm, Experience

Range \$ 18.00 – 28.54 Median \$ 28.00

Three+ Years with Firm Experience

Range \$ 24.00 – 32.00 Median \$ 28.50

- Of the firms responding, 71% were Non-Union, 29% were union.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*
(County Average Growth 24.9%)

Size: Medium (630 – 880)

Growth Rate: 39.7% Slower than Average (1.59)

Job Openings: 340

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	6%	47%	47%
Employment Over Next 24 Months	6%	59%	35%



Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	●	○
Inexperienced	●	○	○

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	53%		24%		6%		18%	12%
Dental	47%		18%		6%		29%	12%
Vision	29%				6%		65%	12%
Life	35%				6%		59%	12%
Sick Leave	35%						65%	12%
Vacation	65%						35%	12%
Retirement	47%		6%				47%	12%
Child Care							100%	12%
Other								

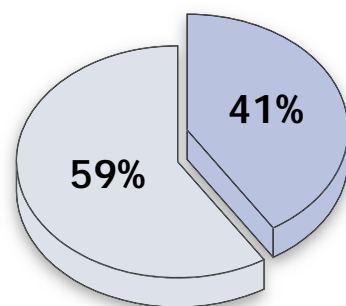


Work Patterns

- ▶ 76% of all employees surveyed in this occupation work full-time, averaging 40 hours per week.
- ▶ 1% of all the employees surveyed work part-time, averaging 20 hours per week.
- ▶ 23% of the employees surveyed work temporary or seasonal, averaging 40 hours per week.
- ▶ Employees in the occupation: 97% male and 3% female.



Education Requirement



- 59% Less than High School
- 41% High School

Operating Engineers

17 Firms Responding

OES Code: 979560

Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	94%	6%		12 to 36 Months
Other Occupational Experience Accepted	25%	75%		6 to 36 Months in Construction Field
Technical or Vocational Training Required	12%	88%		12 to 36 Months Basic Construction or Equipment Training
Training Acceptable in Lieu of Experience	25%	75%		6 to 24 Months



Computer Software Skills

- Employers indicated no computer skills required for this occupation.



Emerging Occupations

- Employers did not indicate any emerging occupations.



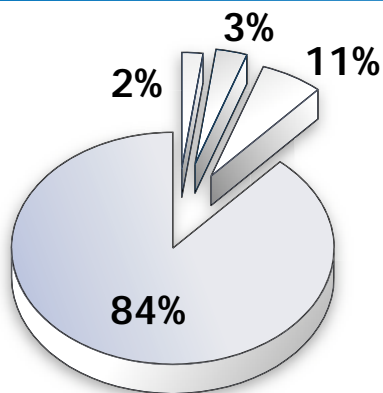
New Skills

- Employers did not indicate any new skills.



Training Providers

- Advance School of Driving – Upland



■ 3% Employees Leaving
 ■ 84% Temporary
■ 11% New Positions
 ■ 2% Promotions

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Newspaper Ads
- Employee Referrals
- Walk-In Applicants

CCOIS 2000

Riverside County Economic Development Agency

Paralegal Personnel

OES Code: 283050 16 Firms Responding



Description

Paralegal Personnel assist lawyers by doing research in the preparation of lawsuits and/or legal documents as a career professional, usually having either a four-year college degree or a degree from an institute specializing in the paralegal profession. They may gather research data for use as evidence to formulate defense or to initiate legal action.



Wages and Benefits

New to Firm, No Experience

Range \$ 5.75 – 10.88 Median \$ 8.06

New to Firm, Experience

Range \$ 8.00 – 20.00 Median \$ 13.41

Three+ Years with Firm Experience

Range \$ 10.55 – 21.58 Median \$ 17.23

- 6% Union, 94% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	44%		13%				25%	31%
Dental	25%		13%		6%	6%	38%	25%
Vision	6%		6%				69%	31%
Life	38%						44%	31%
Sick Leave	63%	13%					19%	19%
Vacation	63%	13%					19%	19%
Retirement	19%	6%	6%		13%		44%	25%
Child Care		6%			6%		75%	25%
Other								



Work Patterns

- ▶ 70% of all employees surveyed in this occupation work full-time, averaging 39 hours per week.
- ▶ 27% of all the employees surveyed work part-time, averaging 28 hours per week.
- ▶ 3% of the employees surveyed work temporary or on call, averaging 8 hours per week.
- ▶ Employees in the occupation: 14% male and 86% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Small (140 – 200)

Growth Rate: 42.9% Much Faster than Average (1.7)

Job Openings: 70

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	6%	75%	19%
Employment Over Next 24 Months	0%	88%	13%

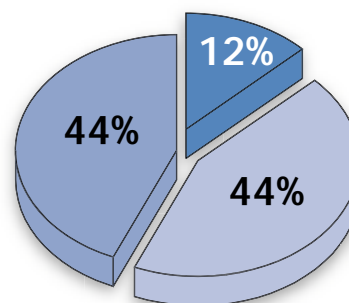


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Inexperienced	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>



Education Requirement



- 44% High School
- 44% Associate Degree
- 12% Bachelor Degree

Paralegal Personnel

16 Firms Responding

OES Code: 283050

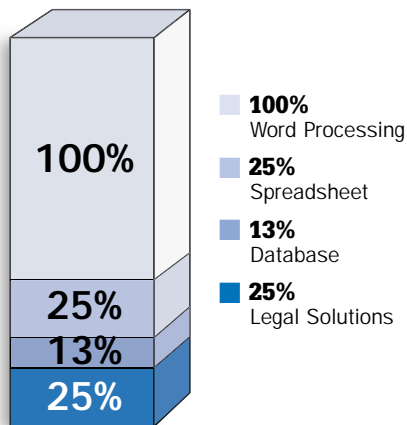
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	69%	6%	25%	6 to 60 Months
Other Occupational Experience Accepted	40%	60%		
Technical or Vocational Training Required	69%	25%	6%	Paralegal Certification
Training Acceptable in Lieu of Experience	40%	60%		6 to 24 Months



Computer Software Skills



Emerging Occupations

- Specialized Research



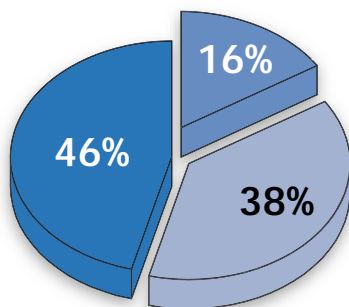
New Skills

- Internet



Training Providers

- Appraisal Training Service, Inc. – Riverside, Torrance, Newport Beach
- California Southern Law School – Riverside
- Chapman University Academy Center – Palm Desert
- Federal Paralegal College – Riverside
- Intercoast College – Riverside
- MTI College – Colton
- Riverside Community College – Riverside



- 46% Employees Leaving
- 38% New Positions
- 16% Promotions

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Newspaper Ads
- School, Program Referrals
- Employee Referrals

CCOIS 2000

Riverside County Economic Development Agency

Pest Controllers and Pest Control Assistants

OES Code: 670080 15 Firms Responding



Description

Pest Controllers and Pest Control Assistants spray or release chemical solutions or toxic gases and set mechanical traps to kill pests and vermin such as mice, termites, and roaches that infest buildings and surrounding areas.



Wages and Benefits

New to Firm, No Experience

Range \$ 6.50 – 10.00 Median \$ 8.63

New to Firm, Experience

Range \$ 6.50 – 12.00 Median \$ 10.00

Three+ Years with Firm Experience

Range \$ 6.50 – 18.70 Median \$ 14.00

- 100% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	40%		47%				13%	
Dental	20%		13%		13%		53%	
Vision	7%		13%		7%		73%	
Life	33%		7%				60%	
Sick Leave	20%		7%				73%	
Vacation	60%		7%				33%	
Retirement	20%		13%				67%	
Child Care							100%	
Other							73%	



Work Patterns

- ▶ 99% of all employees surveyed in this occupation work full-time, averaging 40 hours per week.
- ▶ 1% of all the employees surveyed work part-time, averaging 35 hours per week.
- ▶ Employees in the occupation: 98% male and 2% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Small (220 – 330)

Growth Rate: 50% Slower than Average (.21)

Job Openings: 150

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	27%	73%
Employment Over Next 24 Months	7%	20%	73%

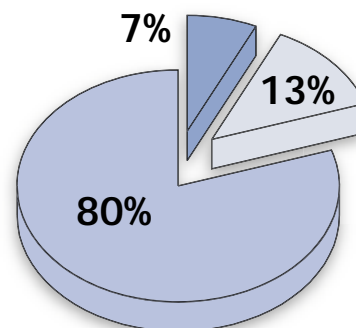


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Inexperienced	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>



Education Requirement



- 13% Less than High School
- 80% High School
- 7% Associate Degree

Pest Controllers and Pest Control Assistants

15 Firms Responding

OES Code: 670080

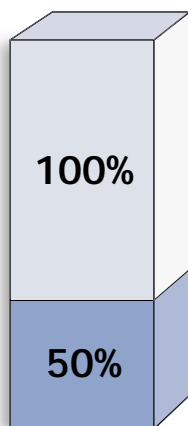
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	27%	53%	20%	16 Months
Other Occupational Experience Accepted	29%	71%		
Technical or Vocational Training Required	20%	80%		
Training Acceptable in Lieu of Experience	80%	14%		12 Months



Computer Software Skills



100%
Word Processing

50%
Database



Emerging Occupations

- Employers did not indicate any emerging occupations.



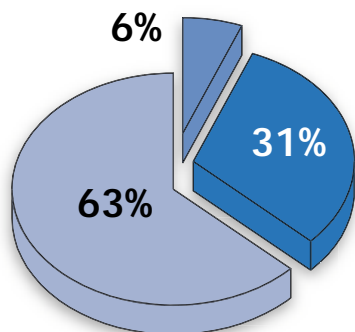
New Skills

- Employers did not indicate any new skills.



Training Providers

- Advanced Institute of Pest Technology – Anaheim



31% Employees Leaving

63% New Positions

6% Promotions

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Newspaper Ads
- Walk-in Applicants
- Employee Referrals

CCOIS 2000

Riverside County Economic Development Agency

Purchasing Managers

OES Code: 130080 16 Firms Responding



Description

Purchasing Managers plan, organize, direct, control, or coordinate the activities of buyers, purchasing officers, and related workers involved in purchasing materials, products, or services. Please include wholesale or retail trade merchandising managers.



Wages and Benefits

New to Firm, No Experience

Range \$ 9.21 – 11.99 Median \$ 10.60

New to Firm, Experience

Range \$ 8.00 – 19.18 Median \$ 14.10

Three+ Years with Firm Experience

Range \$ 10.00 – 28.98 Median \$ 17.94

- 100% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	44%		38%		13%		6%	
Dental	13%		25%		31%		31%	
Vision	13%		31%		25%		31%	
Life	25%		25%		19%		31%	
Sick Leave	56%				13%		31%	
Vacation	74%				13%		13%	
Retirement	13%		6%		19%		62%	
Child Care							100%	
Other								



Work Patterns

- ▶ 100% of all employees surveyed in this occupation work full-time, averaging 41 hours per week.
- ▶ Employees in the occupation: 55% male and 45% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Small (440 – 550)

Growth Rate: 25% Average (1)

Job Openings: 190

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	87%	13%
Employment Over Next 24 Months	0%	69%	31%

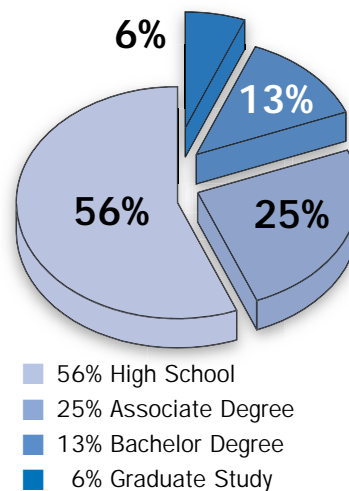


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	●	○
Inexperienced	●	○	○



Education Requirement



Purchasing Managers

16 Firms Responding

OES Code: 130080

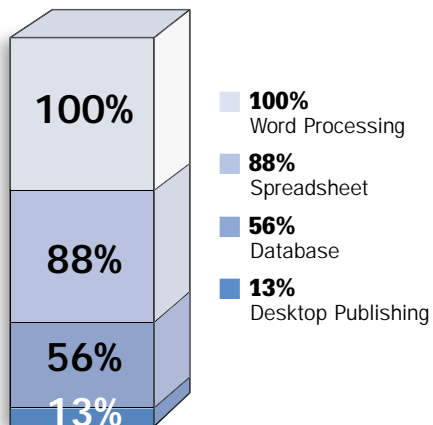
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	81%	6%	13%	12 to 60 Months
Other Occupational Experience Accepted	31%	69%		12 to 60 Months in Operations Manager
Technical or Vocational Training Required	38%	63%		16 Months training in Inventory
Training Acceptable in Lieu of Experience	27%	73%		3 to 12 Months



Computer Software Skills



Emerging Occupations

- Employers did not indicate any emerging occupations.



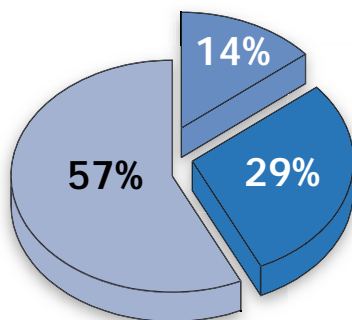
New Skills

- Employers did not indicate any new skills.



Training Providers

- Upon completion of our research of this occupation, no training provider was found in Riverside County.



- 29% Employees Leaving
- 57% New Positions
- 14% Promotions

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Employee Referrals
- In-House Promotions or Transfers
- Newspaper Ads

CCOIS 2000

Riverside County Economic Development Agency

Residential Counselors

OES Code: 273070 15 Firms Responding



Description

Residential Managers coordinate activities for residents of care and treatment institutions, boarding schools, college fraternities or sororities, children homes, or similar establishments. Their work includes developing or assisting in the development of program plans for individuals, maintaining household records, and assigning rooms. They counsel residents in identifying and resolving social or other problems. They order supplies and determine need for maintenance, repairs, and furnishings.



Wages and Benefits

New to Firm, No Experience

Range \$ 5.75 – 8.96 Median \$ 7.35

New to Firm, Experience

Range \$ 5.75 – 12.00 Median \$ 8.50

Three+ Years with Firm Experience

Range \$ 5.75 – 13.00 Median \$ 10.00

- 100% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	67%	7%	13%				20%	33%
Dental	47%	7%	27%		7%		20%	33%
Vision	47%	7%	13%		7%		33%	33%
Life	47%	7%			7%		47%	33%
Sick Leave	93%	7%					7%	33%
Vacation	100%	7%						33%
Retirement	20%	7%	20%		7%		53%	33%
Child Care					7%	7%	93%	33%
Other*	27%	7%						

* Room/Board



Work Patterns

- ▶ 77% of all employees surveyed in this occupation work full-time, averaging 40 hours per week.
- ▶ 19% of all the employees surveyed work part-time, averaging 24 hours per week.
- ▶ 4% of the employees surveyed work temporary or on call, averaging 22 hours per week.
- ▶ Employees in the occupation: 28% male and 72% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Medium (810 – 1,120)

Growth Rate: 38.3% Much Faster than Average (1.54)

Job Openings: 460

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	40%	60%
Employment Over Next 24 Months	0%	40%	60%

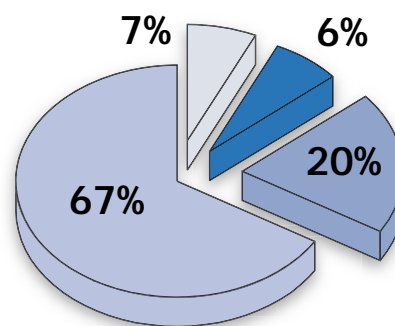


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	●	○
Inexperienced	○	●	○



Education Requirement



- 7% Less than High School
- 67% High School
- 20% Associate Degree
- 6% Graduate Study

Residential Counselors

15 Firms Responding

OES Code: 273070

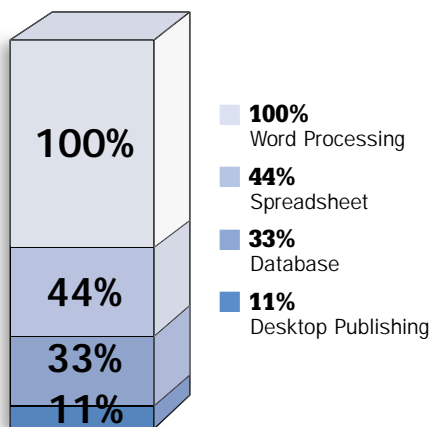
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	47%	20%	33%	6 to 24 Months
Other Occupational Experience Accepted	73%	27%		12 to 24 Months Therapist, or Social Services
Technical or Vocational Training Required	60%	40%		Studied or Certified in Substance Abuse or Social Services
Training Acceptable in Lieu of Experience	42%	58%		12 to 36 Months



Computer Software Skills



Emerging Occupations

- Employers did not indicate any emerging occupations.



New Skills

- Medicine & Dual Diagnosis



Training Providers

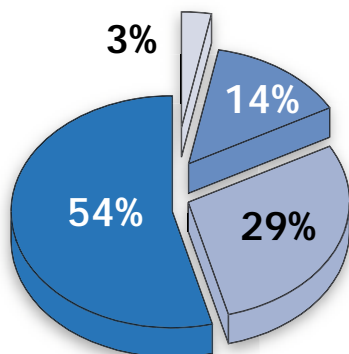
- California Baptist University – Riverside
- Chapman University Academic Center – Palm Desert
- Mt. San Jacinto College – San Jacinto, Menifee
- Riverside Community College – Moreno Valley, Norco, Riverside
- University of California, Extension – Riverside



Recruitment

Most Successful Recruitment Methods

- Newspaper Ads
- Employee Referrals
- In-House Promotions or Transfers



■ 54% Employees Leaving
■ 29% New Positions
■ 14% Promotions
■ 3% Temporary

Source of Filled Vacancies

CCOIS 2000

Riverside County Economic Development Agency

Respiratory Care Practitioners

OES Code: 323020 11 Firms Responding



Description

Respiratory Care Practitioners provide diagnostic and therapeutic respiratory care. They set up and operate various types of equipment to measure pulmonary function, and administer oxygen therapy, ventilator therapy, and cardiopulmonary resuscitation. They observe, monitor, and record the patient's responses to treatments and maintain patient records.



Wages and Benefits

New to Firm, No Experience

Range \$ 13.91 – 15.50 Median \$ 14.71

New to Firm, Experience

Range \$ 12.60 – 22.38 Median \$ 15.75

Three+ Years with Firm Experience

Range \$ 14.36 – 21.61 Median \$ 17.15

- 9% Union, 91% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	36%	9%	55%	27%				18%
Dental	18%		73%	27%				27%
Vision	18%		64%	18%	9%	9%		27%
Life	36%	9%	45%	18%			9%	27%
Sick Leave	55%	27%	36%	9%				18%
Vacation	55%	27%	36%	9%				18%
Retirement	36%	9%	55%	36%				9%
Child Care					9%	9%	82%	45%
Other								



Work Patterns

- 53% of all employees surveyed in this occupation work full-time, averaging 38 hours per week.
- 5% of all the employees surveyed work part-time, averaging 21 hours per week.
- 33% of the employees surveyed work temporary or on call, averaging 18 hours per week.
- 9% of the employees surveyed work seasonal, averaging 30 hours per week.
- Employees in the occupation: 49% male and 51% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Small (270 – 400)

Growth Rate: 48.1% Much Faster than Average (1.93)

Job Openings: 160

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	73%	27%
Employment Over Next 24 Months	0%	36%	64%

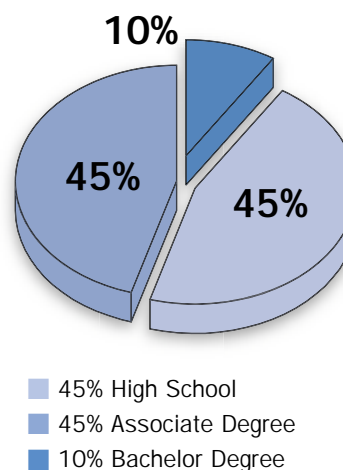


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Inexperienced	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>



Education Requirement



Respiratory Care Practitioners

11 Firms Responding

OES Code: 323020

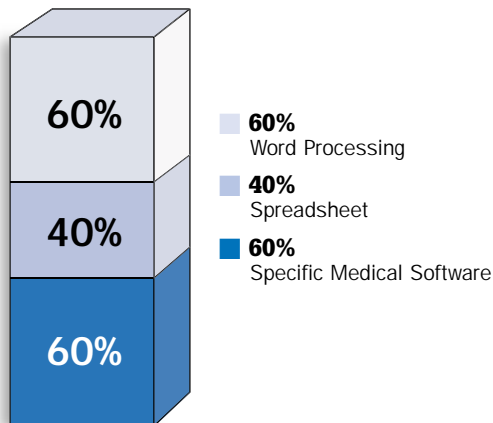
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	82%	0%	18%	12 to 60 Months in Nursing
Other Occupational Experience Accepted	20%	80%		Medical
Technical or Vocational Training Required	100%	0%		12 to 60 Months Care
Training Acceptable in Lieu of Experience	18%	82%		24 Months



Computer Software Skills



Emerging Occupations

- Employers did not indicate any emerging occupations.



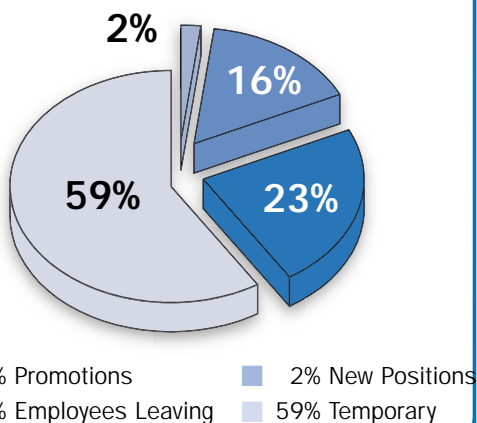
New Skills

- Liquid Oxygen Therapy



Training Providers

- California Paramedical & Technical College – Riverside
- College of the Desert – Palm Desert



Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Employee Referrals
- Newspaper Ads
- Walk-in Applicants

CCOIS 2000

Riverside County Economic Development Agency

Storage and Distribution Managers

OES Code: 150230999

15 Firms Responding



Description

Storage and Distribution Managers plan, direct, and coordinate the activities of workers, such as forklift operators, shipping clerks and material movers, engage in storage and distribution of materials and products. Their duties include use of manual or electronic means to establish and maintain operational procedures of verification of incoming and outgoing shipments, handling and disposition of merchandise, and maintaining of warehouse inventories. They work with other department heads to coordinate activities with needs in productions, sales and purchasing. They plan and oversee facilities and equipment maintenance and repair.



Wages and Benefits

New to Firm, No Experience

Range \$ 5.75 – 10.00 Median \$ 7.88

New to Firm, Experience

Range \$ 5.75 – 26.37 Median \$ 15.00

Three+ Years with Firm Experience

Range \$ 7.10 – 21.58 Median \$ 19.18

- 100% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	67%		20%				13%	
Dental	40%		7%		7%		47%	
Vision	33%		7%				60%	
Life	20%		20%				60%	
Sick Leave	60%		7%				33%	
Vacation	73%						27%	
Retirement	20%		7%				73%	
Child Care							100%	
Other								



Work Patterns

- ▶ 100% of all employees surveyed in this occupation work full-time, averaging 40 hours per week.
- ▶ Employees in the occupation: 73% male and 27% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Data not available

Growth Rate: Data not available

Job Openings: Data not available

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	93%	7%
Employment Over Next 24 Months	0%	100%	0%

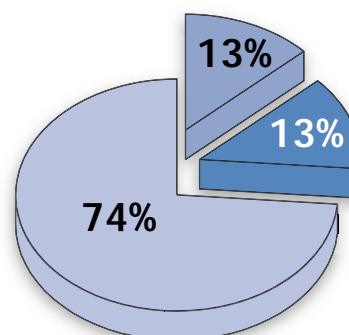


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Inexperienced	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>



Education Requirement



- 74% High School
- 13% Associate Degree
- 13% Bachelor Degree

Storage and Distribution Managers

15 Firms Responding

OES Code: 150230999

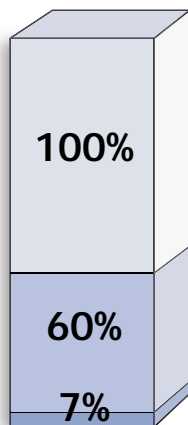
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	74%	13%	13%	12 to 60 Months
Other Occupational Experience Accepted	62%	38%		24 to 60 Months in Management (General)
Technical or Vocational Training Required	13%	87%		
Training Acceptable in Lieu of Experience	31%	69%		3 to 24 Months



Computer Software Skills



- **100%** Word Processing
- **60%** Spreadsheet
- **7%** Database



Emerging Occupations

- Employers did not indicate any emerging occupations.



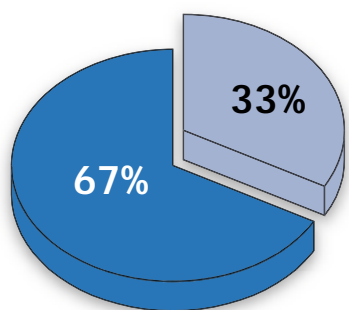
New Skills

- Employers did not indicate any new skills.



Training Providers

- Larson Training Centers – Orange
- Riverside Community College – Moreno Valley, Norco, Riverside



- 67% Employees Leaving
- 33% New Positions

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Newspaper Ads
- Private Employment Agencies
- Employment Development Department

CCOIS 2000

Riverside County Economic Development Agency

Systems Analysts – Electronic Data Processing

OES Code: 251020 7 Firms Responding



Description

Systems Analysts, Electronic Data Processing, analyze business, scientific, and technical problems for application to electronic data processing systems. Please do not include persons working primarily as engineers, mathematicians, programmers, or scientists.



Wages and Benefits

New to Firm, No Experience

Range \$ 15.00 – 15.00 Median \$ 15.00

New to Firm, Experience

Range \$ 10.24 – 23.97 Median \$ 18.00

Three+ Years with Firm Experience

Range \$ 13.03 – 38.36 Median \$ 20.00

- 100% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	29%		42%		29%			29%
Dental	29%		29%		28%		14%	29%
Vision	29%		29%		29%		14%	29%
Life	57%				29%		14%	29%
Sick Leave	57%		14%				29%	29%
Vacation	57%		14%				29%	29%
Retirement	43%						57%	29%
Child Care							100%	29%
Other*	14%						14%	14%

* Flexible Spending Plan



Work Patterns

- ▶ 95% of all employees surveyed in this occupation work full-time, averaging 40 hours per week.
- ▶ 5% of all the employees surveyed work part-time, averaging 20 hours per week.
- ▶ Employees in the occupation: 61% male and 39% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Small (380 – 620)

Growth Rate: 63.2% Much Faster than Average (2.54)

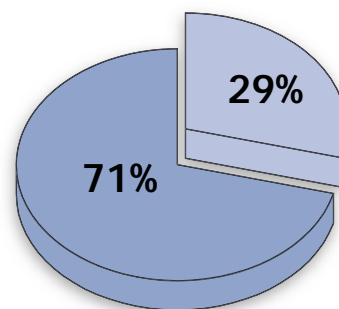
Job Openings: 260

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	57%	43%
Employment Over Next 24 Months	0%	71%	29%



Education Requirement



■ 29% High School
■ 71% Associate Degree



Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	●	○
Inexperienced	○	●	○

Systems Analysts–Electronic Data Processing

7 Firms Responding

OES Code: 251020

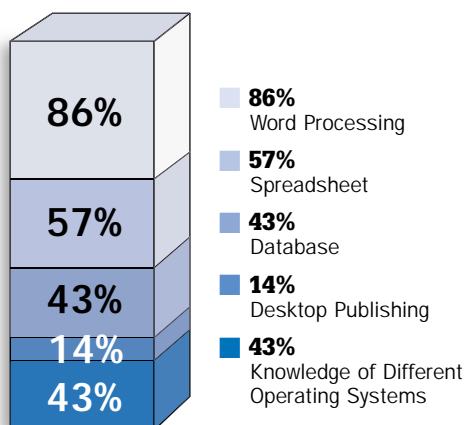
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	86%	0%	14%	12 to 24 Months
Other Occupational Experience Accepted	67%	33%		
Technical or Vocational Training Required	43%	57%		24 Months in Networking, Programming
Training Acceptable in Lieu of Experience	14%	86%		12 to 24 Months



Computer Software Skills



Emerging Occupations

- Employers did not indicate any emerging occupations.



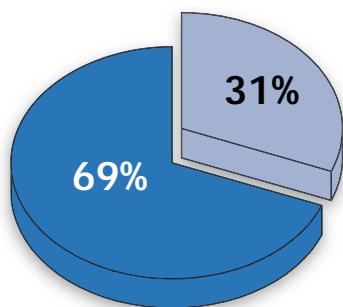
New Skills

- Employers did not indicate any new skills.



Training Providers

- Chapman University Academic Center – Palm Desert
- Ed Net Career Institute – Woodland Hills
- Excel Technical College – Orange
- Helms Technical Training – Torrance
- Mt. San Jacinto College – San Jacinto, Menifee
- Net 10 Technologies – Rancho Cucamonga
- New Horizons – Burbank, Colton, Culver City, Santa Ana
- Palo Verde College – Blythe
- Riverside Community College – Riverside
- Software Education – Brea, Riverside
- United Education Institute – Ontario
- Westech College – Pomona



- 69% Employees Leaving
- 31% New Positions

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Employee Referrals
- Newspaper Ads
- Internet
- College or University Posting

CCOIS 2000

Riverside County Economic Development Agency

Traffic, Shipping, and Receiving Clerks

OES Code: 580280

15 Firms Responding



Description

Traffic, Shipping, and Receiving Clerks verify and keep records on incoming and outgoing shipments and prepare items for shipment. Duties include assembling, addressing, stamping, and shipping merchandise or material; receiving, unpacking, verifying, and recording incoming merchandise or material; and arranging for the transportation of products. Please do not include Stock Clerks and workers whose primary duties involve weighing and checking.



Wages and Benefits

New to Firm, No Experience

Range \$ 5.75 – 9.00 Median \$ 6.28

New to Firm, Experience

Range \$ 5.75 – 13.00 Median \$ 7.50

Three+ Years with Firm Experience

Range \$ 6.35 – 15.00 Median \$ 9.00

• 100% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	20%		40%	7%		7%	33%	47%
Dental	7%		33%		13%	7%	40%	53%
Vision			27%		13%	7%	53%	53%
Life	7%	7%	13%		13%	7%	60%	47%
Sick Leave	33%	7%				7%	60%	47%
Vacation	60%	20%		7%		7%	33%	27%
Retirement	27%		13%	7%		7%	53%	47%
Child Care						7%	93%	53%
Other							40%	20%



Work Patterns

- ▶ 41% of all employees surveyed in this occupation work full-time, averaging 39 hours per week.
- ▶ 55% of all the employees surveyed work part-time, averaging 28 hours per week.
- ▶ 3% of the employees surveyed work temporary, averaging 40 hours per week.
- ▶ 1% of the employees surveyed work seasonal, averaging 20 hours per week.
- ▶ Employees in the occupation: 54% male and 46% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*

(County Average Growth 24.9%)

Size: Very Large (2,740 – 3,100)

Growth Rate: 13.1% Slower than Average (.56)

Job Openings: 690

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	73%	27%
Employment Over Next 24 Months	0%	73%	27%

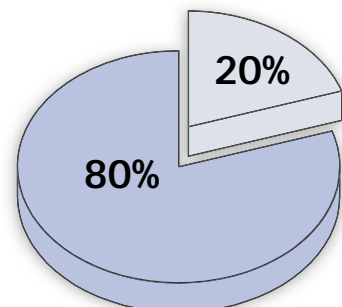


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	●	○	○
Inexperienced	●	○	○



Education Requirement



20% Less than High School
80% High School

Traffic, Shipping, and Receiving Clerks

15 Firms Responding

OES Code: 580280

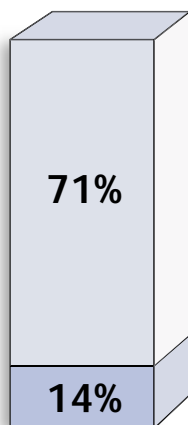
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	20%	67%	13%	2 to 12 Months
Other Occupational Experience Accepted	20%	80%		24 Months Management
Technical or Vocational Training Required	7%	93%		1 Months Forklift Experience
Training Acceptable in Lieu of Experience	80%	20%		3 to 12 Months



Computer Software Skills



■ **71%**
Word Processing

■ **14%**
Spreadsheet



Emerging Occupations

- Employers did not indicate any emerging occupations.



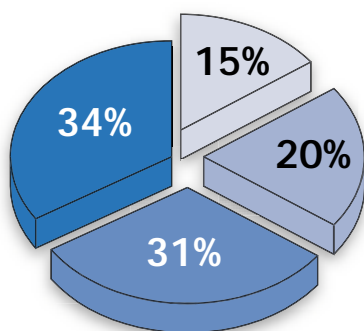
New Skills

- Employers did not indicate any new skills



Training Providers

- Center for Employment Training – Temecula, Riverside



■ 31% Promotions ■ 20% New Positions

■ 34% Employees Leaving ■ 15% Temporary

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Employee Referrals
- Newspaper Ads
- Walk-in Applicants

CCOIS 2000

Riverside County Economic Development Agency

Vocational and Educational Counselors

OES Code: 315140 16 Firms Responding



Description

Vocational and Educational Counselors counsel individuals and provide group educational and vocational guidance services.



Wages and Benefits

NON-UNION

New to Firm, No Experience

Range \$ 8.63 – 11.99 Median \$ 10.55

New to Firm, Experience

Range \$ 10.36 – 14.38 Median \$ 11.99

Three+ Years with Firm Experience

Range \$ 12.66 – 16.78 Median \$ 14.38

UNION

New to Firm, No Experience

Range \$ 10.12 – 20.48 Median \$ 15.57

New to Firm, Experience

Range \$ 11.18 – 33.59 Median \$ 22.46

Three+ Years with Firm Experience

Range \$ 11.18 – 33.59 Median \$ 24.54

- Of the firms responding, 56% were Non-Union, 44% were union.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	63%		38%					13%
Dental	50%		31%		13%		6%	13%
Vision	38%		19%		13%		31%	13%
Life	63%		6%		6%		25%	13%
Sick Leave	75%	6%	19%				6%	6%
Vacation	50%		19%				31%	13%
Retirement	31%	6%	38%		6%		25%	6%
Child Care	6%				6%		88%	13%
Other*	13%		6%				6%	

* Holiday, 401K, Educational Assistance



Work Patterns

- ▶ 81% of all employees surveyed in this occupation work full-time, averaging 38 hours per week.
- ▶ 2% of all the employees surveyed work part-time, averaging 20 hours per week.
- ▶ 17% of the employees surveyed work temporary or on call, averaging 8 hours per week.
- ▶ Employees in the occupation: 37% male and 63% female.



Employment Trends

Riverside County Occupational Forecast 1997 – 2004*
(County Average Growth 24.9%)

Size: Medium (710 – 890)

Growth Rate: 25.4% Average (1.02)

Job Openings: 300

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	63%	38%
Employment Over Next 24 Months	0%	56%	44%

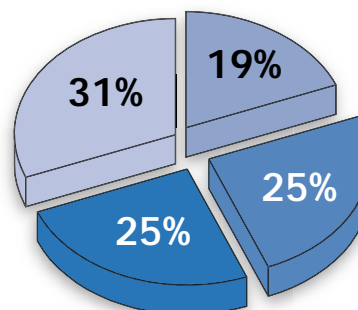


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	●	○
Inexperienced	○	●	○



Education Requirement



- 31% High School
- 19% Associate Degree
- 25% Bachelor Degree
- 25% Graduate Study

Vocational and Educational Counselors

16 Firms Responding

OES Code: 315140

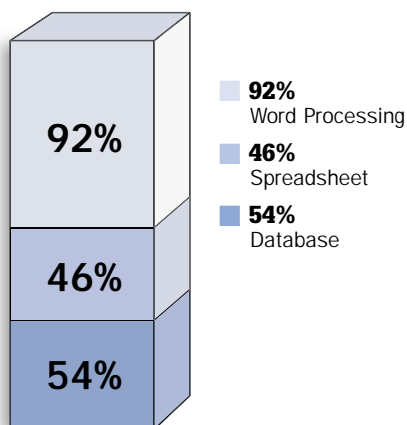
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	50%	31%	19%	6 to 60 Months
Other Occupational Experience Accepted	64%	36%		6 to 24 Months Teacher, Job Developer, Other Instructor
Technical or Vocational Training Required	37%	50%	13%	6 to 36 Months Social Behavioral/Human Science
Training Acceptable in Lieu of Experience	36%	64%		6 to 36 Months



Computer Software Skills



Emerging Occupations

- Employers did not indicate any emerging occupations.



New Skills

- Employers did not indicate any new skills.



Training Providers

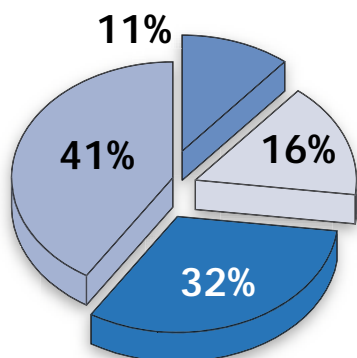
- California Baptist University – Riverside
- Chapman University Academic Center – Palm Desert
- College of the Desert – Palm Desert
- La Sierra University – Riverside
- Mt. San Jacinto College – San Jacinto, Menifee
- Palo Verde College – Blythe
- Riverside Community College – Moreno Valley, Norco, Riverside
- University of California, Extension – Riverside



Recruitment

Most Successful Recruitment Methods

- Newspaper Ads
- In-House Promotions or Transfers
- Employee Referrals



11% Promotions 41% New Positions
32% Employees Leaving 16% Temporary

Source of Filled Vacancies

CCOIS 2000

Riverside County Economic Development Agency

Automotive Body and Related Repairers
Automotive Mechanics
Brick Masons
Bus and Truck Mechanics and Diesel Engine Specialist
Carpenters
Combined Food Preparation and Service Workers
Computer Engineers
Cost Estimators
Database Administrators
Dietetic Technicians
Drywall Installers
Hand Packers and Packagers
Host, Hostesses – Restaurant, Lounge or Coffee Shop
Industrial Production Managers
Janitor and Cleaners – Except Maids and Housekeeping Cleaners
Laborers, Landscaping and Groundskeeping
Lathers
Licensed Vocational Nurses
Medical Appliance Makers
Medical Records Technicians
Packaging and Filling Machine Operators and Tenders
Plumbers, Pipefitters and Steamfitters
Receptionists and Information Clerks
Registered Nurses

CCOIS

Riverside County Economic Development Agency

1999

Occupational Outlook

Automotive Body and Related Repairers

OES Code: 853050

15 Firms Responded Representing 66 Total Employees



Description

Automotive Body and Related Repairers repair, repaint, refinish automotive vehicle bodies, straighten vehicle frames, and replace damaged vehicle glass.



Wages and Benefits

New to Firm, No Experience

Range \$ 6.00 – 7.00 Median \$ 6.33

New to Firm, Experience

Range \$ 9.00 – 21.58 Median \$ 18.75

Three+ Years with Firm Experience

Range \$ 12.00 – 38.00 Median \$ 29.87

- 6% Union, 94% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	13%		38%				50%	
Dental			44%				56%	
Vision			13%				88%	
Life	6%		13%				81%	
Sick Leave	13%		25%				63%	
Vacation	13%		31%				56%	
Retirement	6%		25%				69%	
Child Care							100%	
Other								



Work Patterns

- ▶ 100% of employees in this occupation work full-time, averaging 40 hours per week.
- ▶ 100% male.
- ▶ 100% of firms responding have a day shift.
- ▶ 56% promote within their organization; 44% do not.



Employment Trends

Riverside County Occupational Forecast 1995 – 2002*

(County Average Growth 23.7%)

Size: Medium

Growth Rate: No Significant Change (19%)

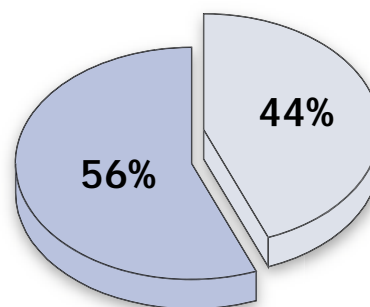
Job Openings: 240

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	6%	44%	50%
Employment Over Next 24 Months	0%	6%	94%



Education Requirement



- 44% Less than High School
- 56% High School



Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	○	●
Inexperienced	○	●	○

Automotive Body and Related Repairers

15 Firms Responded Representing 66 Total Employees

OES Code: 853050

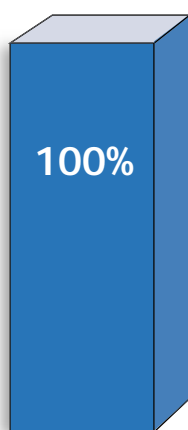
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	81%	13%	6%	12–60 Months
Other Occupational Experience Accepted	14%	86%		6–9 Months as a Lot Person, Helper, or Detailing
Technical or Vocational Training Required	69%	31%		Auto Body Repair, I-Car Certificate
Training Acceptable in Lieu of Experience	29%	71%		Related Field



Computer Software Skills



■ 100%
Industry Related Software



Emerging Occupations

- Employers did not indicate any emerging occupations.



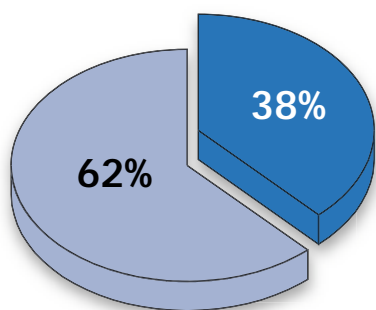
New Skills

- Employers did not indicate any new skills.



Training Providers

- Riverside Community College – Riverside



■ 38% Employees Leaving
■ 62% New Positions

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Newspaper Ads
- Paint Stores Referrals / Word of Mouth
- Walk-in Applicants

CCOIS 1999

Riverside County Economic Development Agency

Automotive Mechanics

OES Code: 853020

15 Firms Responded Representing 244 Total Employees



Description

Automotive Mechanics adjust, repair, and overhaul automotive vehicles. They may be designated according to specialization, such as Brake Repairers, Transmission Mechanics, or Front End Mechanics. Please do not include Auto Body Repairers, Bus and Truck Mechanics, Diesel Engine Specialists, and Electrical Systems Specialist.



Wages and Benefits

New to Firm, No Experience

Range \$ 7.00 – 7.00 Median \$ 7.00

New to Firm, Experience

Range \$ 7.00 – 16.00 Median \$ 10.00

Three+ Years with Firm Experience

Range \$ 12.00 – 25.00 Median \$ 19.00

- 7% Union, 93% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	27%		67%		7%			100%
Dental	27%		67%		7%			100%
Vision	27%		40%		13%		20%	100%
Life	27%		13%		13%		47%	100%
Sick Leave	40%		7%				53%	100%
Vacation	100%							100%
Retirement	67%						33%	100%
Child Care							100%	100%
Other								



Work Patterns

- ▶ 93% of employees in this occupation work full-time, averaging 40 hours per week.
- ▶ 7% of employees in this occupation work part-time, averaging 22 hours per week.
- ▶ 100% male
- ▶ 100% of firms responding have a day shift, 13% Swing Shifts.
- ▶ 87% promote within their organization; 13% do not.



Employment Trends

Riverside County Occupational Forecast 1995 – 2002*

(County Average Growth 23.7%)

Size: Very Large

Growth Rate: Average (21.3%)

Job Openings: 1,100

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	53%	47%
Employment Over Next 24 Months	0%	13%	87%

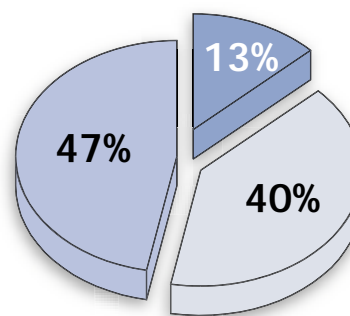


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	○	●
Inexperienced	●	○	○



Education Requirement



- 40% Less than High School
- 47% High School
- 13% Associate Degree

Automotive Mechanics

15 Firms Responded Representing 244 Total Employees

OES Code: 853020

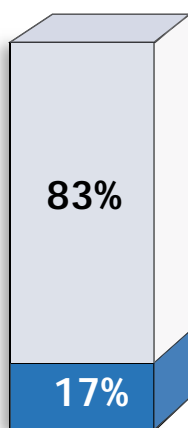
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	93%	7%		12–36 Months
Other Occupational Experience Accepted		100%		
Technical or Vocational Training Required	53%	47%		GM School, Ford School of Mechanics, ASC Certification
Training Acceptable in Lieu of Experience	57%	43%		Auto Mechanic



Computer Software Skills



- 83% Word Processing
- 17% Industry Related Software



Emerging Occupations

- Employers did not indicate any emerging occupations.



New Skills

- New Electrical Technology
- ASC Certification



Training Providers

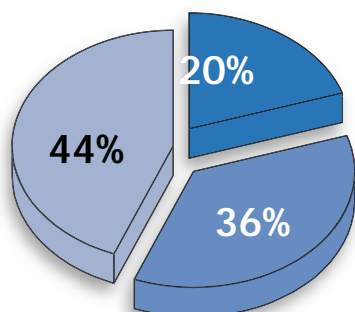
- Center for Employment Training – Indio
- College of the Desert – Palm Desert
- Mt. San Jacinto College – San Jacinto
- Palo Verde College – Blythe
- Riverside Community College – Riverside



Recruitment

Most Successful Recruitment Methods

- Employee Referrals
- Newspaper Ads
- Walk-in Applicants



- 36% Promotions
- 20% Employees Leaving
- 44% New Positions

Source of Filled Vacancies

CCOIS 1999

Riverside County Economic Development Agency

Brick Masons

OES Code: 873020

15 Firms Responded Representing 203 Total Employees



Description

Brick Masons lay building materials, such as brick, structural tile, concrete, cinder, glass, gypsum, and terra cotta block (except stone) to construct or repair walls, partitions, arches, sewers, and other structures. Please include refractory brick masons.



Wages and Benefits

New to Firm, No Experience

Range \$ 8.00 – 12.00 Median \$ 10.00

New to Firm, Experience

Range \$ 9.93 – 20.00 Median \$ 18.00

Three+ Years with Firm Experience

Range \$ 15.00 – 30.00 Median \$ 20.00

- 7% Union, 93% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	20%		20%				60%	
Dental	20%		13%				67%	
Vision	20%		13%				67%	
Life	20%		7%				73%	
Sick Leave	20%		7%				73%	
Vacation	20%		7%				73%	
Retirement	20%		13%				67%	
Child Care							100%	
Other							60%	



Work Patterns

- ▶ 98% of employees in this occupation work full-time, averaging 40 hours per week.
- ▶ 2% of employees in this occupation work temporary/on-call, averaging 40 hours per week.
- ▶ 100% male
- ▶ 100% of firms responding have a day shift.
- ▶ 53% promote within their organization; 47% do not.



Employment Trends

Riverside County Occupational Forecast 1995 – 2002*

(County Average Growth 23.7%)

Size: Small

Growth Rate: Faster than Average (31.3%)

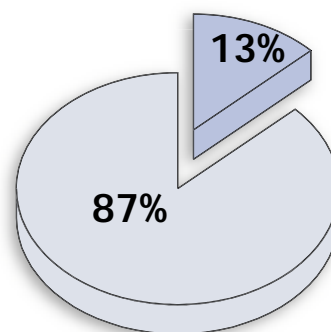
Job Openings: 140

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	27%	73%
Employment Over Next 24 Months	0%	27%	73%



Education Requirement



87% Less than High School
13% High School



Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	●	○
Inexperienced	●	○	○

Brick Masons

15 Firms Responded Representing 203 Total Employees

OES Code: 873020

Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	87%	7%	6%	5–60 Months
Other Occupational Experience Accepted	18%	82%		12–48 Months as a Tender or Construction Worker
Technical or Vocational Training Required	13%	87%		
Training Acceptable in Lieu of Experience	29%	71%		Apprenticeship Training



Computer Software Skills

- Employers indicated no computer skills required for this occupation.



Emerging Occupations

- Employers did not indicate any emerging occupations.



New Skills

- Machinery Mixer
- Pour Concrete



Training Providers

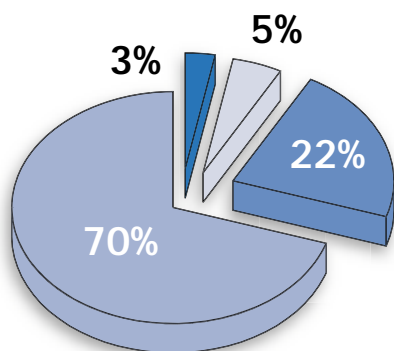
- Budget Contractors License – Temecula
- Contractors State License School – Riverside
- Laborers Training and Retraining – Anza
- Riverside Community College – Riverside



Recruitment

Most Successful Recruitment Methods

- Employee Referrals
- Newspaper Ads
- Walk-in Applicants



■ 22% Promotions ■ 70% New Positions
■ 3% Employees Leaving ■ 5% Temporary

Source of Filled Vacancies

CCOIS 1999

Riverside County Economic Development Agency

Bus and Truck Mechanics and Diesel Engine Specialists

OES Code: 853110

15 Firms Responded Representing 96 Total Employees



Description

Bus and Truck Mechanics and Diesel Engine Specialists repair and maintain the operating condition of trucks, buses, and all types of diesel engines. Please include mechanics working primarily with automobile diesel engines.



Wages and Benefits

NON-UNION

New to Firm, No Experience

Range \$ 7.00 – 9.00 Median \$ 8.00

New to Firm, Experience

Range \$ 6.00 – 11.51 Median \$ 10.00

Three+ Years with Firm Experience

Range \$ 12.00 – 22.44 Median \$ 20.00

UNION

New to Firm, No Experience

Range \$ 0.00 – 0.00 Median \$ 0.00

New to Firm, Experience

Range \$ 9.94 – 13.87 Median \$ 13.29

Three+ Years with Firm Experience

Range \$ 10.94 – 20.00 Median \$ 15.16

- 67% Union, 33% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	67%		27%				7%	
Dental	60%		33%				7%	
Vision	60%		27%				13%	
Life	67%		20%				13%	
Sick Leave	73%		20%				7%	
Vacation	80%		13%				7%	
Retirement	73%		20%				7%	
Child Care							100%	
Other								



Work Patterns

- ▶ 100% of employees in this occupation work full-time, averaging 40 hours per week.
- ▶ 100% male.
- ▶ 100% of firms responding have a day shift, 20% swing shift, 7% graveyard shift.
- ▶ 93% promote within their organization; 7% do not.



Employment Trends

Riverside County Occupational Forecast 1995 – 2002*

(County Average Growth 23.7%)

Size: Small

Growth Rate: Average (26%)

Job Openings: 210

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	60%	40%
Employment Over Next 24 Months	0%	53%	47%

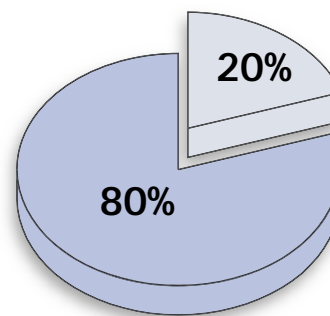


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	●	○
Inexperienced	○	●	○



Education Requirement



20% Less than High School
80% High School

Bus and Truck Mechanics and Diesel Engine Specialists

15 Firms Responded Representing 96 Total Employees

OES Code: 853110

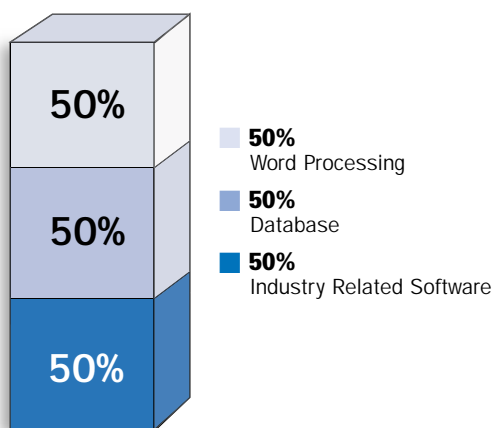
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	87%	7%	6%	12-48 Months
Other Occupational Experience Accepted		100%		
Technical or Vocational Training Required	47%	53%		UTI School, Diesel Engine, California Bus Certification
Training Acceptable in Lieu of Experience	64%	36%		Diesel & Bus Mechanic



Computer Software Skills



Emerging Occupations

- Employers did not indicate any emerging occupations.



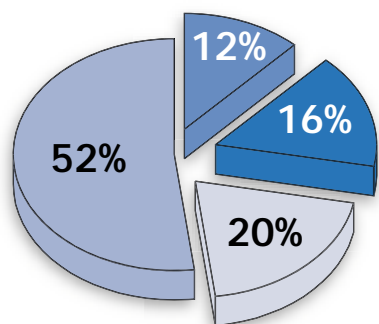
New Skills

- Basic knowledge of computers



Training Providers

- Mt. San Jacinto College – San Jacinto



12% Promotions 52% New Positions
16% Employees Leaving 20% Temporary

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Newspaper Ads
- In-house Promotions or Transfers
- Walk-in Applicants

CCOIS **1999**

Riverside County Economic Development Agency

Carpenters

OES Code: 871020

15 Firms Responded Representing 1,772 Total Employees



Description

Carpenters perform the carpentry duties necessary to make or repair wooden structures, structural members, and fixtures and equipment using carpentry tools and woodworking machines. Please do not include Cabinetmakers and Bench Carpenters.



Wages and Benefits

New to Firm, No Experience

Range \$ 6.75 – 12.00 Median \$ 8.00

New to Firm, Experience

Range \$ 7.50 – 17.00 Median \$ 12.00

Three+ Years with Firm Experience

Range \$ 15.00 – 25.00 Median \$ 20.00

- 100% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	12%		27%		7%		47%	100%
Dental	7%		20%				67%	100%
Vision			13%				80%	100%
Life	7%						87%	100%
Sick Leave	7%						87%	100%
Vacation	27%						67%	100%
Retirement	27%						67%	100%
Child Care	7%						87%	100%
Other								



Work Patterns

- ▶ 75% of employees in this occupation work full-time, averaging 40 hours per week.
- ▶ 22% of employees in this occupation work part-time, averaging 25 hours per week.
- ▶ 3% of employees in this occupation work temporary/on-call, averaging 35 hours per week.
- ▶ 100% male
- ▶ 100% of firms responding have a day shift.
- ▶ 80% promote within their organization; 20% do not.



Employment Trends

Riverside County Occupational Forecast 1995 – 2002*

(County Average Growth 23.7%)

Size: Very Large

Growth Rate: Faster than Average (30%)

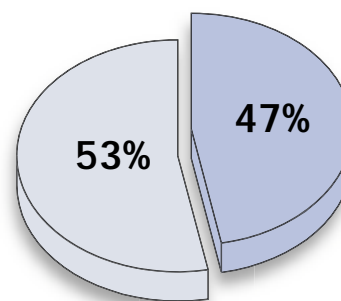
Job Openings: 1,470

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	53%	47%
Employment Over Next 24 Months	0%	33%	67%



Education Requirement



- 53% Less than High School
- 47% High School



Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Inexperienced	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

Carpenters

15 Firms Responded Representing 1,772 Total Employees

OES Code: 871020

Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	80%	20%		6–48 Months
Other Occupational Experience Accepted		100%		
Technical or Vocational Training Required		100%		
Training Acceptable in Lieu of Experience	42%	58%		



Computer Software Skills

- Employers indicated no computer skills required for this occupation.



Emerging Occupations

- Employers did not indicate any emerging occupations.



New Skills

- Ability to read blueprints
- Supervising Skills
- Math Skills



Training Providers

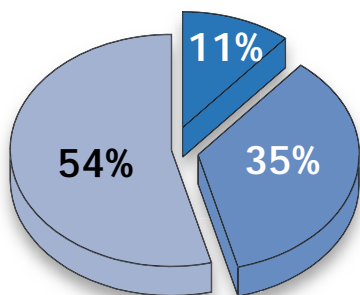
- Contractors State License School – Riverside
- Riverside Community College – Riverside



Recruitment

Most Successful Recruitment Methods

- Employee Referrals
- Newspaper Ads
- Walk-in Applicants



- 35% Promotions
- 11% Employees Leaving
- 54% New Positions

Source of Filled Vacancies

CCOIS **1999**

Riverside County Economic Development Agency

Combined Food Preparation and Service Workers

OES Code: 650410

15 Firms Responded Representing 639 Total Employees



Description

Combined Food Preparation and Service Workers do both food preparation and food service. Please do not include workers who spend more than 80 percent of their time in only one of these two areas.



Wages and Benefits

New to Firm, No Experience

Range \$ 5.75 – 13.00 Median \$ 6.00

New to Firm, Experience

Range \$ 5.75 – 12.00 Median \$ 6.00

Three+ Years with Firm Experience

Range \$ 5.75 – 20.00 Median \$ 8.50

- 100% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	13%		47%	9%			33%	91%
Dental	7%		33%	9%			60%	91%
Vision	7%		27%				60%	100%
Life	20%		13%				67%	100%
Sick Leave	20%		7%		7%		67%	100%
Vacation	40%	9%					53%	91%
Retirement							93%	100%
Child Care	7%						87%	100%
Other*	7%							9%

* Tuition Reimbursement



Work Patterns

- ▶ 22% of employees in this occupation work full-time, averaging 38 hours per week.
- ▶ 46% of employees in this occupation work part-time, averaging 18 hours per week.
- ▶ 31% of employees in this occupation work temporary/on-call, averaging 20 hours per week.
- ▶ 43% male, 57% female
- ▶ 93% of firms responding have a day shift, 100% swing shift, 13% graveyard shift, and 7% closing shift.
- ▶ 87% promote within their organization; 13% do not.



Employment Trends

Riverside County Occupational Forecast 1995 – 2002*

(County Average Growth 23.7%)

Size: Very Large

Growth Rate: Slower than Average (.9%)

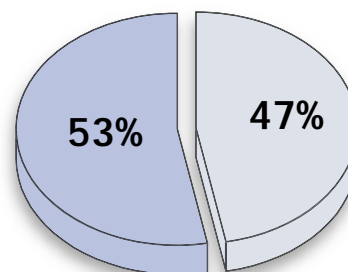
Job Openings: 1,370

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	7%	13%	80%
Employment Over Next 24 Months	0%	20%	80%



Education Requirement



- 47% Less than High School
- 53% High School



Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Inexperienced	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

Combined Food Preparation and Service Workers

15 Firms Responded Representing 639 Total Employees

OES Code: 650410

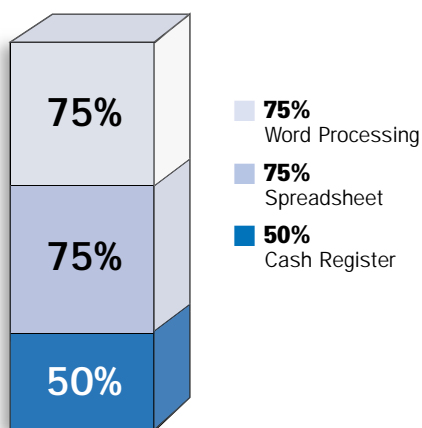
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	27%	67%	6%	6–24 Months
Other Occupational Experience Accepted	75%	25%		6 Months as a Cook or Baker
Technical or Vocational Training Required		100%		
Training Acceptable in Lieu of Experience	60%	40%		



Computer Software Skills



Emerging Occupations

- Technical Support



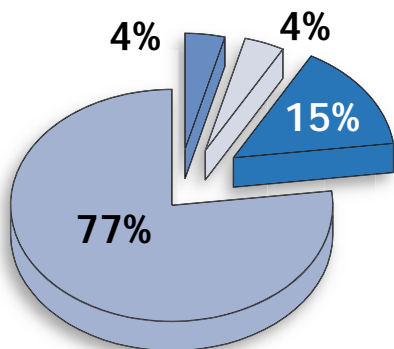
New Skills

- Employers did not indicate any new skills.



Training Providers

- Technical Support College of the Desert – Palm Desert
- Riverside Community College – Riverside
- Education Options Center – Riverside
- ROP – Centennial High School
- ROP – La Sierra High School
- ROP – Moreno Valley High School
- ROP – Norte Vista High School
- ROP – Perris High School
- ROP – Poly High School
- ROP – Riverside Culinary School
- ROP – Rubidoux High School
- ROP – Elsinore High School



4% Promotions 77% New Positions
15% Employees Leaving 4% Temporary

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Walk-in Applicants
- Employee Referrals
- In-house Promotions or Transfers

CCOIS 1999

Riverside County Economic Development Agency

Computer Engineers

OES Code: 221270

15 Firms Responded Representing 109 Total Employees



Description

Computer Engineers analyze data processing requirements to plan EDP systems to provide system capabilities required for projected workloads. They plan layout and installation of new systems or modification of existing systems. They may set up and control analog or hybrid computer systems to solve scientific and engineering problems.



Wages and Benefits

New to Firm, No Experience

Range \$ 7.00 – 7.00 Median \$ 7.00

New to Firm, Experience

Range \$ 8.00 – 23.97 Median \$ 13.42

Three+ Years with Firm Experience

Range \$ 15.00 – 28.77 Median \$ 20.00

- 100% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	60%		40%				7%	100%
Dental	47%		40%		7%		40%	100%
Vision	27%		27%		7%		27%	100%
Life	40%		33%		7%		40%	100%
Sick Leave	60%		7%				7%	100%
Vacation	100%						13%	100%
Retirement	80%		13%				100%	100%
Child Care								100%
Other*	7%							

* Holiday Pay



Work Patterns

- ▶ 98% of employees in this occupation work full time, averaging 40 hours per week.
- ▶ 1% of employees in this occupation work part time, averaging 20 hours per week.
- ▶ 1% of employees in this occupation work temporary/on-call, averaging 20 hours per week.
- ▶ 82% male, 18% female
- ▶ 100% of firms responding work a day shift, 13% swing shift, 7% graveyard shift, and 7% work flexible hours.
- ▶ 53% promote within their organization; 47% do not.



Employment Trends

Riverside County Occupational Forecast 1995 – 2002*

(County Average Growth 23.7%)

Size: Small

Growth Rate: Faster than Average (77.8%)

Job Openings: 160

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	47%	53%
Employment Over Next 24 Months	0%	33%	67%

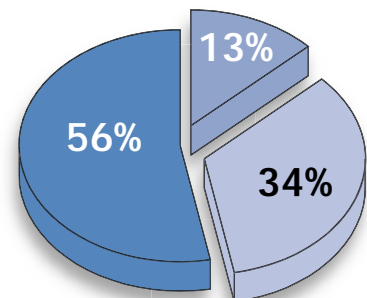


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	●	○
Inexperienced	●	○	○



Education Requirement



- 34% High School
- 13% Associate Degree
- 53% Bachelor Degree

Computer Engineers

15 Firms Responded Representing 109 Total Employees OES Code: 221270

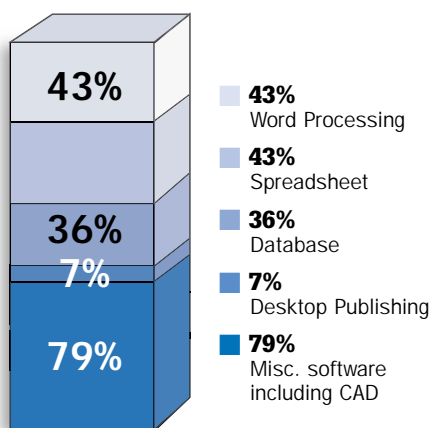
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	93%	7%		6-180 Months
Other Occupational Experience Accepted	8%	92%		12 Months Programming Experience
Technical or Vocational Training Required	60%	33%	7%	Windows NT Certification, Computer Engineer
Training Acceptable in Lieu of Experience	50%	50%		Computer Technical Training



Computer Software Skills



Emerging Occupations

- Wide Area Network Consultant



New Skills

- Latest Computer System Technology Skills



Training Providers

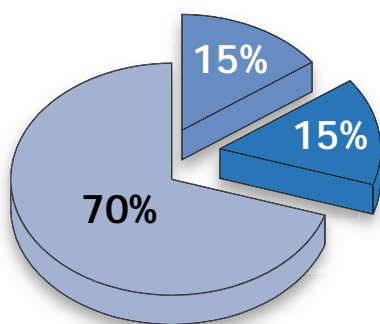
- College of the Desert-Palm Desert
- EdNet Career Institute-Woodland Hills
- Net 10 Technologies-Rancho Cucamonga
- New Horizon-Colton
- Palo Verde-Blythe
- Software Education of America-Riverside



Recruitment

Most Successful Recruitment Methods

- Newspaper Ads
- Walk-in Applicants
- Private Employment Agencies



- 15% Promotions
- 15% Employees Leaving
- 70% New Positions

Source of Filled Vacancies

CCOIS 1999

Riverside County Economic Development Agency

Cost Estimators

OES Code: 219020

15 Firms Responded Representing 44 Total Employees



Description

Cost Estimators prepare cost estimates for manufacturing of products, construction projects, or services to aid management in bidding on or determining price of products or services. They may specialize according to a particular service performed or product produced.



Wages and Benefits

New to Firm, No Experience

Range \$ 0.00 – 0.00 Median \$ 0.00

New to Firm, Experience

Range \$ 11.00 – 22.00 Median \$ 15.98

Three+ Years with Firm Experience

Range \$ 14.38 – 30.00 Median \$ 20.00

- 7% Union, 93% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	33%		47%		7%		7%	100%
Dental	20%		13%		7%		53%	100%
Vision	7%		7%		13%		67%	100%
Life	20%		7%		7%		60%	100%
Sick Leave	47%						47%	100%
Vacation	60%	7%	7%				27%	100%
Retirement	33%						60%	100%
Child Care							93%	100%
Other*	7%						7%	

* Education Reimbursement



Work Patterns

- ▶ 91% of employees in this occupation work full time, averaging 46 hours per week.
- ▶ 7% of employees in this occupation work part time, averaging 25 hours per week.
- ▶ 2% of employees in this occupation work temporary/on-call, averaging 20 hours per week.
- ▶ 93% male, 7% female
- ▶ 100% of firms responding work day shift.
- ▶ 53% promote within their organization; 47% do not.



Employment Trends

Riverside County Occupational Forecast 1995 – 2002*

(County Average Growth 23.7%)

Size: Medium

Growth Rate: Faster than Average (40%)

Job Openings: 320

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	80%	20%
Employment Over Next 24 Months	7%	53%	40%

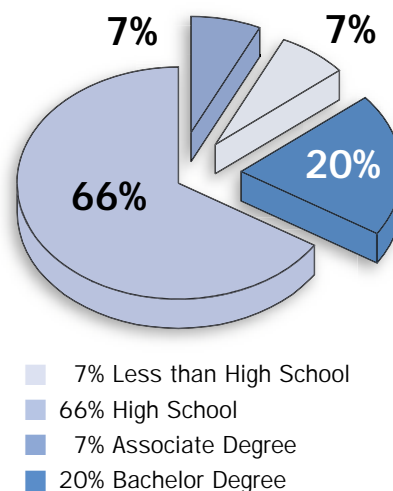


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	●	○
Inexperienced	○	○	●



Education Requirement



Cost Estimators

15 Firms Responded Representing 44 Total Employees

OES Code: 219020

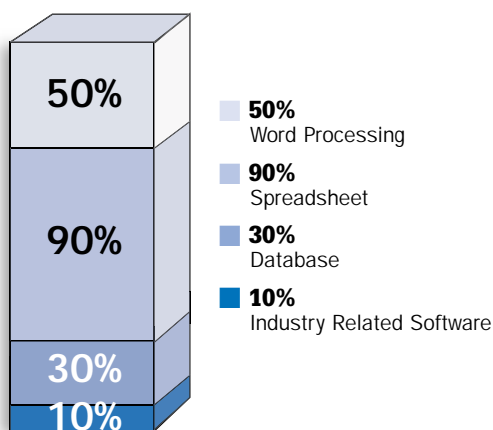
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	100%			3–48 Months as an Estimator
Other Occupational Experience Accepted	15%	85%		
Technical or Vocational Training Required	27%	73%		Engineering, Drafting, Municipal Codes
Training Acceptable in Lieu of Experience	53%	47%		



Computer Software Skills



Emerging Occupations

- Employers did not indicate any emerging occupations.



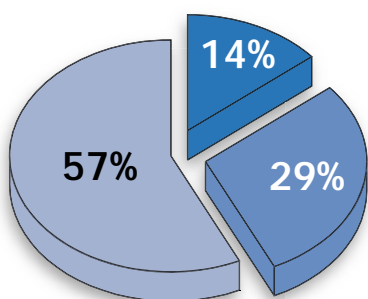
New Skills

- Computer Skills



Training Providers

- Riverside Community College – Riverside



- 29% Promotions
- 14% Employees Leaving
- 57% New Positions

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Employee Referrals
- In-house Promotions or Transfers
- Newspaper Ads

CCOIS 1999

Riverside County Economic Development Agency

Database Administrators

OES Code: 251030

15 Firms Responded Representing 46 Total Employees



Description

Database Administrators coordinate physical changes to computer databases and code, test and implement the database applying knowledge of database management systems. May design logical and physical database and coordinate database development as part of a project team.



Wages and Benefits

New to Firm, No Experience

Range \$ 7.00 – 13.90 Median \$ 10.45

New to Firm, Experience

Range \$ 9.00 – 27.28 Median \$ 17.68

Three+ Years with Firm Experience

Range \$ 10.00 – 30.24 Median \$ 20.23

- 13% Union, 87% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	73%		14%	20%	7%			100%
Dental	53%		14%	20%	7%		20%	100%
Vision	27%		14%	13%	14%	20%	40%	100%
Life	60%		7%	7%		27%	100%	
Sick Leave	100%							100%
Vacation	93%						7%	100%
Retirement	40%		21%	27%	14%	13%	20%	100%
Child Care			7%		14%	13%	80%	100%
Other*	53%						13%	

* Education Reimbursement, Holiday Pay



Work Patterns

- ▶ 98% of employees in this occupation work full-time, averaging 42 hours per week.
- ▶ 2% of employees in this occupation work part-time, averaging 30 hours per week.
- ▶ 76% male, 24% female
- ▶ 100% of firms responding have a day shift.
- ▶ 80% promote within their organization; 20% do not.



Employment Trends

Riverside County Occupational Forecast 1995 – 2002*
(County Average Growth 23.7%)

Size: Small

Growth Rate: No Significant Change

Job Openings: Under 30

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	73%	27%
Employment Over Next 24 Months	0%	60%	40%

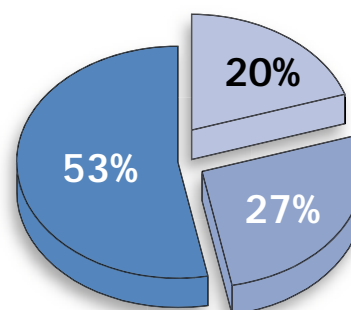


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	●	○
Inexperienced	○	●	○



Education Requirement



- 20% High School
- 27% Associate Degree
- 53% Bachelor Degree

Database Administrators

15 Firms Responded Representing 46 Total Employees

OES Code: 251030

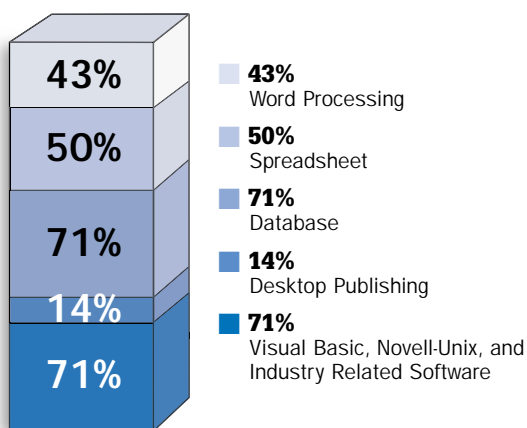
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	87%	13%		6–48 Months
Other Occupational Experience Accepted	17%	83%		24–36 Months Information Technology
Technical or Vocational Training Required	60%	40%		Computer Science, Computer Programming, Information Technology
Training Acceptable in Lieu of Experience	23%	77%		Computer Health Care



Computer Software Skills



Emerging Occupations

- Employers did not indicate any emerging occupations.



New Skills

- Management Skills



Training Providers

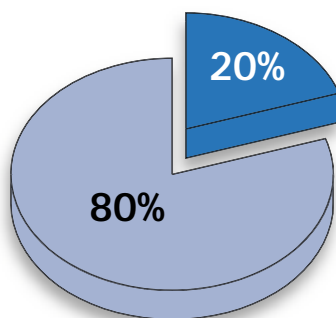
- Crest Computer Institute – Rancho Cucamonga
- EdNet Career Institute – Woodland Hills
- Intercoast Colleges – Santa Ana
- New Horizon – Colton
- Premier Career College – Irwindale
- Skadron College/Corinthian School – San Bernardino



Recruitment

Most Successful Recruitment Methods

- Newspaper Ads
- Internet
- Employee Referrals



■ 20% Employees Leaving
■ 80% New Positions

Source of Filled Vacancies

CCOIS 1999

Riverside County Economic Development Agency

Dietetic Technicians

OES Code: 325230

15 Firms Responded Representing 99 Total Employees



Description

Dietetic Technicians, under direct supervision of Dietitians or following established nutritional guidelines, advise on food or nutrition.



Wages and Benefits

New to Firm, No Experience

Range \$ 5.75 – 9.35 Median \$ 6.25

New to Firm, Experience

Range \$ 5.75 – 16.00 Median \$ 7.50

Three+ Years with Firm Experience

Range \$ 6.75 – 15.89 Median \$ 8.10

- 100% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	33%		40%	17%	20%		7%	83%
Dental	27%		33%	17%	27%		13%	83%
Vision	13%		27%	17%	13%		47%	83%
Life	7%		13%	17%	33%		47%	83%
Sick Leave	67%			17%	7%		27%	83%
Vacation	93%			17%			7%	83%
Retirement	13%		33%	17%	20%		33%	100%
Child Care							100%	67%
Other*	93%							27%

* Holiday Pay



Work Patterns

- ▶ 87% of employees in this occupation work full-time, averaging 40 hours per week.
- ▶ 13% of employees in this occupation work part-time, averaging 28 hours per week.
- ▶ 13% male, 87% female
- ▶ 100% of firms responding have a day shift, 47% swing shift, and 13% graveyard shifts.
- ▶ 40% promote within their organization; 60% do not.



Employment Trends

Riverside County Occupational Forecast 1995 – 2002*
(County Average Growth 23.7%)

Size: Small

Growth Rate: Much Faster than Average (50%)

Job Openings: 30

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	87%	13%
Employment Over Next 24 Months	6%	87%	7%

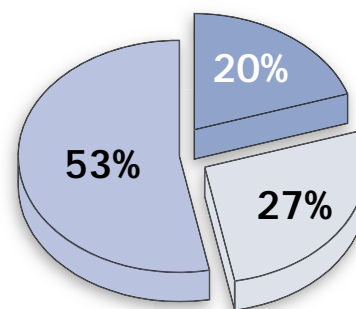


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	●	○
Inexperienced	○	●	○



Education Requirement



- 27% Less than High School
- 53% High School
- 20% Associate Degree

Dietetic Technicians

15 Firms Responded Representing 99 Total Employees

OES Code: 325230

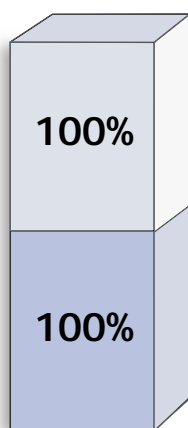
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	60%	27%	13%	6–24 Months
Other Occupational Experience Accepted	36%	64%		12–36 Months as an Institutional Cook
Technical or Vocational Training Required	27%	73%		Dietary Nutrition, Food Handler
Training Acceptable in Lieu of Experience	82%	18%		Restaurant Cook, Industry Related Dietary Work



Computer Software Skills



- 100% Word Processing
- 100% Spreadsheet



Emerging Occupations

- Employers did not indicate any emerging occupations.



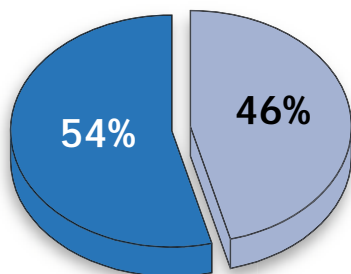
New Skills

- Employers did not indicate any new skills.



Training Providers

- Upon completion of our research of this occupation, no Training Providers was found in Riverside County.



- 54% Employees Leaving
- 46% New Positions

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Newspaper
- Employee Referrals
- In-house Promotions or Transfers

CCOIS 1999

Riverside County Economic Development Agency

Drywall Installers

OES Code: 871080

15 Firms Responded Representing 480 Total Employees



Description

Drywall Installers apply plasterboard or other wallboard to ceiling and interior walls of buildings.



Wages and Benefits

New to Firm, No Experience

Range \$ 8.00 – 8.00 Median \$ 8.00

New to Firm, Experience

Range \$ 15.00 – 22.00 Median \$ 18.00

Three+ Years with Firm Experience

Range \$ 15.00 – 27.50 Median \$ 20.00

• 7% Union, 93% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	20%		13%				47%	89%
Dental	13%		13%				53%	89%
Vision	7%						73%	89%
Life	13%		7%				60%	89%
Sick Leave	13%						67%	89%
Vacation							80%	89%
Retirement	7%						73%	89%
Child Care							80%	89%
Other							7%	



Work Patterns

- ▶ 72% of employees in this occupation work full-time, averaging 40 hours per week.
- ▶ 26% of employees in this occupation work part-time, averaging 31 hours per week.
- ▶ 2% of employees in this occupation work temporary/on-call, averaging 32 hours per week.
- ▶ 99% male, 1% female
- ▶ 100% of firms responding have a day shift.
- ▶ 87% promote within their organization; 13% do not.



Employment Trends

Riverside County Occupational Forecast 1995 – 2002*

(County Average Growth 23.7%)

Size: Small

Growth Rate: Faster than Average (32.7%)

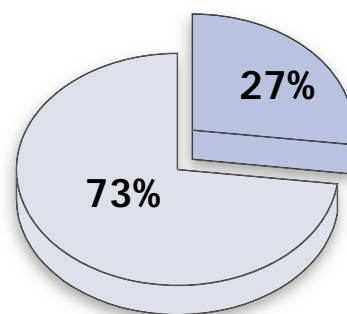
Job Openings: 290

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	7%	13%	80%
Employment Over Next 24 Months	0%	33%	67%



Education Requirement



73% Less than High School
27% High School



Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Inexperienced	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

Drywall Installers

15 Firms Responded Representing 480 Total Employees OES Code: 871080

Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	93%		7%	3–60 Months
Other Occupational Experience Accepted	14%	86%		6–24 Months in Framing or Other Construction
Technical or Vocational Training Required	13%	87%		None Stated
Training Acceptable in Lieu of Experience	27%	73%		Drywall Installer



Computer Software Skills

- Employers indicated no computer skills required for this occupation.



Emerging Occupations

- Employers did not indicate any emerging occupations.



New Skills

- Math Skills



Training Providers

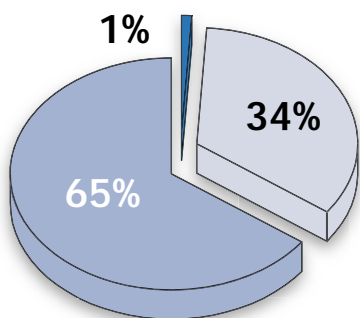
- Budget Contractors License – Temecula
- Contractors State License School – Riverside
- Laborers Training and Retraining – Anza



Recruitment

Most Successful Recruitment Methods

- Employee Referrals
- Walk-in Applicants
- Word of Mouth



- 1% Employees Leaving
- 65% New Positions
- 34% Temporary

Source of Filled Vacancies

CCOIS 1999

Riverside County Economic Development Agency

Hand Packers and Packagers

OES Code: 989020

15 Firms Responded Representing 616 Total Employees



Description

Hand Packers and Packagers pack or package by hand a wide variety of products and materials. Please do not include workers whose jobs require more than minimum training.



Wages and Benefits

NON-UNION

New to Firm, No Experience

Range \$ 5.75 – 7.00 Median \$ 5.75

New to Firm, Experience

Range \$ 5.75 – 7.55 Median \$ 5.88

Three+ Years with Firm Experience

Range \$ 5.75 – 10.00 Median \$ 7.13

UNION

New to Firm, No Experience

Range \$ 5.75 – 8.40 Median \$ 6.25

New to Firm, Experience

Range \$ 5.75 – 8.40 Median \$ 6.50

Three+ Years with Firm Experience

Range \$ 6.95 – 9.60 Median \$ 7.50

• 33% Union, 67% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	53%		13%	13%	40%			40%
Dental	13%		20%	7%	20%		27%	60%
Vision	20%		7%	7%	20%		33%	60%
Life	47%						27%	80%
Sick Leave	33%	7%	20%	7%	20%		40%	40%
Vacation	60%	7%	20%	7%	20%		13%	40%
Retirement	27%		13%	13%	7%		27%	40%
Child Care				40%			73%	80%
Other*	40%							40%

* Holiday Pay



Work Patterns

- ▶ 77% of employees in this occupation work full-time, averaging 42 hours per week.
- ▶ 15% of employees in this occupation work part-time, averaging 25 hours per week.
- ▶ 8% of employees in this occupation work seasonal, averaging 40 hours per week.
- ▶ 43% male, 57% female
- ▶ 93% of firms responding have a day shift, 60% swing shift, and 33% graveyard shift.
- ▶ 87% promote within their organization; 13% do not.



Employment Trends

Riverside County Occupational Forecast 1995 – 2002*
(County Average Growth 23.7%)

Size: Very Large

Growth Rate: Faster than Average (31.5%)

Job Openings: 1,440

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	67%	33%
Employment Over Next 24 Months	0%	60%	40%

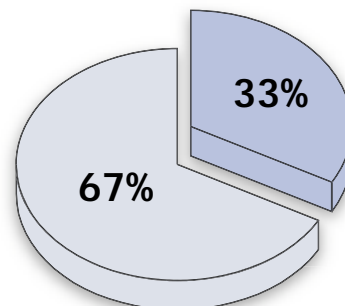


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	●	○	○
Inexperienced	●	○	○



Education Requirement



67% Less than High School
33% High School

Hand Packers and Packagers

15 Firms Responded Representing 616 Total Employees

OES Code: 989020

Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	7%	93%		2 Months
Other Occupational Experience Accepted		100%		
Technical or Vocational Training Required		100%		
Training Acceptable in Lieu of Experience	100%			



Computer Software Skills

- Employers indicated no computer skills required for this occupation.



Emerging Occupations

- Employers did not indicate any emerging occupations.



New Skills

- Customer Service



Training Providers

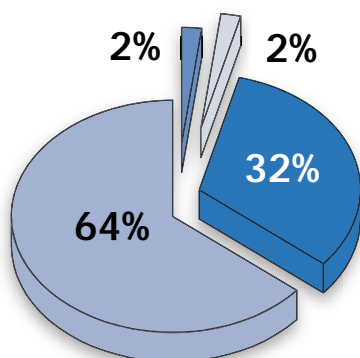
- Upon completion of our research of this occupation, no training provider was found in Riverside County.



Recruitment

Most Successful Recruitment Methods

- Employee Referrals
- Walk-in Applicants
- Newspaper Ads



2% Promotions 64% New Positions
32% Employees Leaving 2% Temporary

Source of Filled Vacancies

CCOIS **1999**

Riverside County Economic Development Agency

Hosts, Hostesses — Restaurant, Lounge or Coffee Shops

OES Code: 650020

15 Firms Responded Representing 119 Total Employees



Description

Hosts and Hostesses-Restaurant, Lounge or Coffee Shops, welcome patrons, seat them at tables or in lounge, and insure quality of facilities and service.



Wages and Benefits

New to Firm, No Experience

Range \$ 5.75 – 5.75 Median \$ 5.75

New to Firm, Experience

Range \$ 5.75 – 6.75 Median \$ 6.00

Three+ Years with Firm Experience

Range \$ 6.25 – 9.00 Median \$ 7.00

- 100% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical			27%	7%				93%
Dental			13%				13%	100%
Vision							27%	100%
Life			7%	7%			20%	93%
Sick Leave			7%	7%			20%	93%
Vacation			7%				13%	100%
Retirement							20%	100%
Child Care							27%	100%
Other								



Work Patterns

- ▶ 7% of employees in this occupation work full-time, averaging 40 hours per week.
- ▶ 93% of employees in this occupation work part-time, averaging 27 hours per week.
- ▶ 10% male, 90% female
- ▶ 87% of firms responding have a day shift, 63% swing shift, 43% graveyard shift.
- ▶ 100% promote within their organization.



Employment Trends

Riverside County Occupational Forecast 1995 – 2002*

(County Average Growth 23.7%)

Size: Medium

Growth Rate: Faster than Average (30.6%)

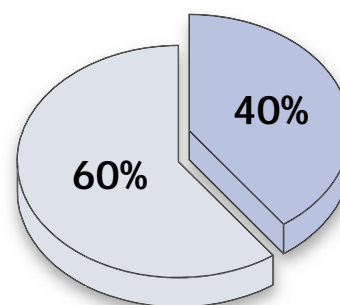
Job Openings: 480

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	87%	13%
Employment Over Next 24 Months	0%	73%	27%



Education Requirement



- 60% Less than High School
- 40% High School



Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	●	○	○
Inexperienced	●	○	○

Hosts, Hostesses — Restaurant, Lounge or Coffee Shops

15 Firms Responded Representing 119 Total Employees

OES Code: 650020

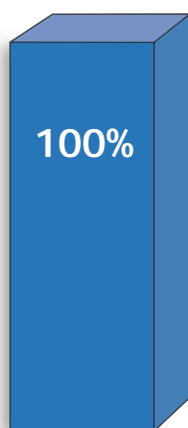
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	27%	73%		6–12 Months
Other Occupational Experience Accepted	100%			6–12 Months as a Food Service Representative
Technical or Vocational Training Required		100%		
Training Acceptable in Lieu of Experience	25%	75%		



Computer Software Skills



■ 100%
Industry Related Software



Emerging Occupations

- Employers did not indicate any emerging occupations.



New Skills

- Employers did not indicate any new skills.



Training Providers

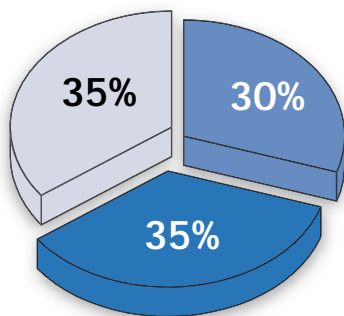
- College of the Desert – Palm Desert
- Education Options Center – Riverside
- Riverside Community College – Riverside
- ROP – Centennial High School
- ROP – La Sierra High School
- ROP – Moreno Valley High School
- ROP – Norte Vista High School
- ROP – Perris High School
- ROP – Poly High School
- ROP – Riverside Culinary School
- ROP – Rubidoux High School
- ROP – Elsinore High School



Recruitment

Most Successful Recruitment Methods

- Walk-in Applicants
- Employee Referrals
- Newspaper Ads



■ 30% Promotions
■ 35% Employees Leaving
■ 35% Temporary

Source of Filled Vacancies

CCOIS 1999

Riverside County Economic Development Agency

Industrial Production Managers

OES Code: 150140

16 Firms Responded Representing 76 Total Employees



Description

Industrial Production Managers plan, organize, direct, control or coordinate the operations (line) activities and resources necessary for manufacturing products in accordance with cost, quality, and quantity specifications.



Wages and Benefits

New to Firm, No Experience

Range \$ 0.00 – 0.00 Median \$ 0.00

New to Firm, Experience

Range \$ 11.51 – 28.00 Median \$ 20.38

Three+ Years with Firm Experience

Range \$ 14.92 – 32.00 Median \$ 23.97

- 13% Union, 87% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	63%		37%					
Dental	43%		38%		13%		6%	
Vision	25%		25%		13%		37%	
Life	75%		19%				6%	
Sick Leave	69%						31%	
Vacation	100%							
Retirement	31%		44%		6%		19%	
Child Care					6%		94%	
Other*	31%				6%		19%	

* Education Reimbursement



Work Patterns

- ▶ 100% of employees in this occupation work full time, averaging 45 hours per week.
- ▶ 80% male, 20% female
- ▶ 100% of firms responding have a day shift, 44% swing shift, and 38% include a graveyard shift.
- ▶ 69% promote within their organization; 31% do not.



Employment Trends

Riverside County Occupational Forecast 1995 – 2002*

(County Average Growth 23.7%)

Size: Medium

Growth Rate: Faster than Average (26.3%)

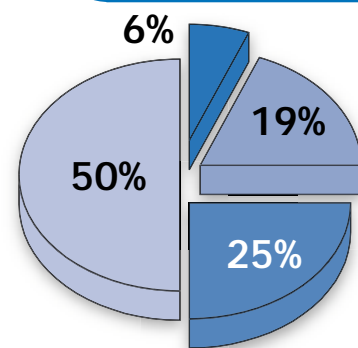
Job Openings: 240

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	87%	13%
Employment Over Next 24 Months	6%	75%	19%



Education Requirement



- 50% High School
- 19% Associate Degree
- 25% Bachelor Degree
- 6% Graduate Study



Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Inexperienced*	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* All surveyed employers required previous experience.

Industrial Production Managers

16 Firms Responded Representing 76 Total Employees

OES Code: 150140

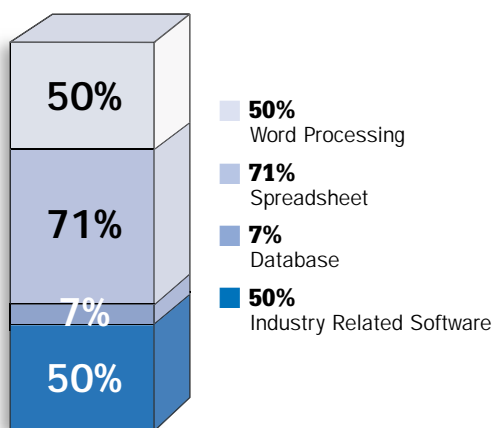
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	100%			6–60 Months
Other Occupational Experience Accepted	75%	25%		6–60 Months of Related Production Experience
Technical or Vocational Training Required	31%	50%	19%	CAD Design Computer Eng, Plastic Injection, Tool & Dye
Training Acceptable in Lieu of Experience	50%	50%		Shop Practices, Industry Related



Computer Software Skills



Emerging Occupations

- Management Information Systems within the Production Industry



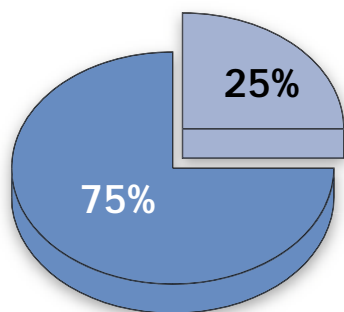
New Skills

- Communication
- CNC Knowledge
- Education Update



Training Providers

- Riverside Community College – Riverside



- 75% Promotions
- 25% New Positions

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Newspaper
- In-house Promotions or Transfers
- Employee Referrals

CCOIS 1999

Riverside County Economic Development Agency

Janitors & Cleaners – Except Maids & Housekeeping Cleaners

OES Code: 670050

15 Firms Responded Representing 498 Total Employees



Description

Janitors and Cleaners, except Maids and Housekeeping Cleaners, keep buildings in clean and orderly condition.. They perform heavy cleaning duties, such as operating motor-driven cleaning equipment, mopping floors, washing walls and glass, and removing rubbish. They may have additional duties and responsibilities, such as tending furnace and boiler, performing routine maintenance activities, notifying management of need for repairs and additions, and cleaning snow or debris from sidewalk. Please do not include Maids and Housekeeping.



Wages and Benefits

NON-UNION

New to Firm, No Experience

Range \$ 5.75 – 8.50 Median \$ 6.00

New to Firm, Experience

Range \$ 5.75 – 8.50 Median \$ 6.00

Three+ Years with Firm Experience

Range \$ 6.50 – 12.78 Median \$ 8.50

UNION

New to Firm, No Experience

Range \$ 8.00 – 8.00 Median \$ 8.00

New to Firm, Experience

Range \$ 7.70 – 11.95 Median \$ 9.51

Three+ Years with Firm Experience

Range \$ 10.08 – 15.92 Median \$ 12.80

- 27% Union, 73% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	20%		47%	20%			13%	80%
Dental	20%		40%	20%			20%	80%
Vision	20%		13%	20%			47%	80%
Life	20%		40%	20%			20%	80%
Sick Leave	60%			20%			20%	80%
Vacation	60%		7%	20%			13%	80%
Retirement	53%			20%			27%	80%
Child Care				20%			80%	100%
Other								



Work Patterns

- ▶ 90% of employees in this occupation work full-time, averaging 40 hours per week.
- ▶ 10% of employees in this occupation work part-time, averaging 17 hours per week.
- ▶ 77% male, 23% female
- ▶ 80% of firms responding have a day shift. 47% swing shift, and 40% graveyard shift.
- ▶ 87% promote within their organization; 13% do not.



Employment Trends

Riverside County Occupational Forecast 1995 – 2002*
(County Average Growth 23.7%)

Size: Very Large

Growth Rate: Faster than Average (27.1%)

Job Openings: 2,150

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	33%	67%
Employment Over Next 24 Months	0%	40%	60%

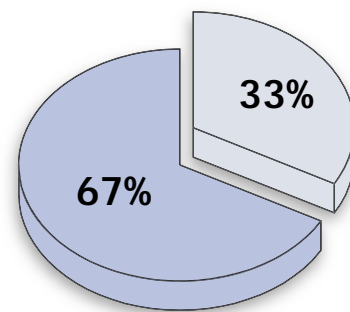


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	●	○	○
Inexperienced	●	○	○



Education Requirement



- 33% Less than High School
- 67% High School

Janitors & Cleaners—Except Maids & Housekeeping Cleaners

15 Firms Responded Representing 498 Total Employees

OES Code: 670050

Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	27%	40%	33%	6–24 Months
Other Occupational Experience Accepted		100%		
Technical or Vocational Training Required		100%		
Training Acceptable in Lieu of Experience		100%		



Computer Software Skills

- Employers indicated no computer skills required for this occupation.



Emerging Occupations

- Employers did not indicate any emerging occupations.



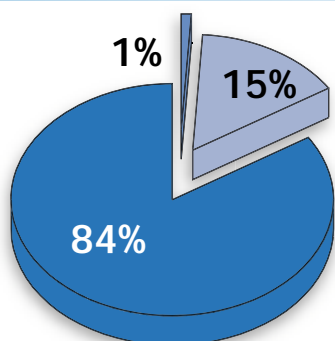
New Skills

- Equipment Knowledge



Training Providers

- Upon completion of our research of this occupation, no training providers was found in Riverside County.



- 1% Promotions
- 84% Employees Leaving
- 15% New Positions

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Walk-in Applicants
- Newspaper Ads
- Employee Referrals

Laborers, Landscaping and Groundskeeping

OES Code: 790410

15 Firms Responded Representing 695 Total Employees



Description

Landscaping and Groundskeeping Laborers landscape and/or maintain grounds of property using hand or power tools or equipment. May work in nursery facility or at customer location. Workers typically perform a variety of tasks, which may include any combination of the following: sod laying, mowing, trimming, planting, watering, fertilizing, digging, raking, and sprinkler installation. Workers may help brick and stone masons.



Wages and Benefits

New to Firm, No Experience

Range \$ 5.75 – 6.50 Median \$ 5.75

New to Firm, Experience

Range \$ 5.75 – 9.50 Median \$ 6.75

Three+ Years with Firm Experience

Range \$ 6.00 – 15.00 Median \$ 9.10

- 13% Union, 87% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	13%		27%				60%	
Dental	13%		13%				74%	
Vision	13%						87%	
Life	7%				7%		86%	
Sick Leave	27%						73%	
Vacation	13%						27%	
Retirement	7%		20%				73%	
Child Care							100%	
Other*	40%							

* Holiday Pay



Work Patterns

- ▶ 99% of employees in this occupation work full-time, averaging 41 hours per week.
- ▶ 1% of employees in this occupation work temporary/on-call or seasonal, averaging 25 hours per week.
- ▶ 99% male, 1% female
- ▶ 100% of firms responding have a day shift.
- ▶ 93% promote within their organization; 7% do not.



Employment Trends

Riverside County Occupational Forecast 1995 – 2002*

(County Average Growth 23.7%)

Size: Very Large

Growth Rate: Average (23.6%)

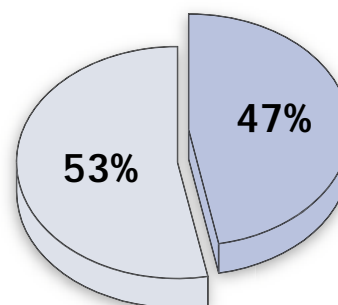
Job Openings: 1,160

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	13%	87%
Employment Over Next 24 Months	0%	20%	80%



Education Requirement



- 53% Less than High School
- 47% High School



Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	●	○
Inexperienced	●	○	○

Laborers, Landscaping and Groundskeeping

15 Firms Responded Representing 695 Total Employees

OES Code: 790410

Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	40%	40%	20%	6–12 Months
Other Occupational Experience Accepted	75%	25%		6 Months General Laborer, Lawn Care, or Trench Digging
Technical or Vocational Training Required	7%	93%		
Training Acceptable in Lieu of Experience	78%	22%		Technical Training



Computer Software Skills

- Employers indicated no computer skills required for this occupation.



Emerging Occupations

- Employers did not indicate any emerging occupations.



New Skills

- Continuing Education
- Pressure Wash



Training Providers

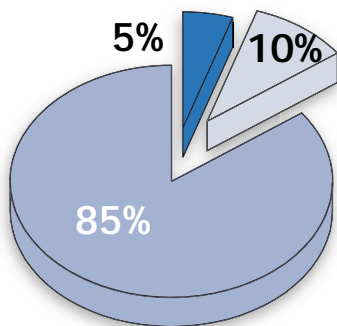
- Riverside Community College – Riverside
- ROP – La Sierra High School



Recruitment

Most Successful Recruitment Methods

- Newspaper
- Employee Referrals
- In-house Promotions or Transfers



- 5% Employees Leaving
- 85% New Positions
- 10% Temporary

Source of Filled Vacancies

CCOIS 1999

Riverside County Economic Development Agency

Lathers

OES Code: 871140

15 Firms Responded Representing 168 Total Employees



Description

Lathers fasten wooden, metal, or rockboard lath to walls, ceilings, and partitions of buildings to provide supporting base for plaster, fire-proofing, or acoustical material.



Wages and Benefits

New to Firm, No Experience

Range \$ 7.00 – 8.22 Median \$ 8.00

New to Firm, Experience

Range \$ 8.00 – 18.00 Median \$ 14.00

Three+ Years with Firm Experience

Range \$ 10.96 – 25.00 Median \$ 18.00

- 100% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical				14%		14%	53%	71%
Dental				14%		14%	53%	71%
Vision						14%	53%	86%
Life						14%	53%	86%
Sick Leave						14%	53%	71%
Vacation				14%		14%	53%	86%
Retirement						14%	53%	86%
Child Care						7%	53%	57%
Other							47%	27%



Work Patterns

- ▶ 37% of employees in this occupation work full-time, averaging 40 hours per week.
- ▶ 7% of employees in this occupation work part-time, averaging 22 hours per week.
- ▶ 30% of employees in this occupation work temporary/on-call, averaging 40 hours per week.
- ▶ 27% of employees in this occupation work seasonal, averaging 35 hours per week.
- ▶ 99% male, 1% female
- ▶ 100% of firms responding have a day shift.
- ▶ 53% promote within their organization; 47% do not.



Employment Trends

Riverside County Occupational Forecast 1995 – 2002*

(County Average Growth 23.7%)

Size: Medium

Growth Rate: Faster than Average (34.%)

Job Openings: 290

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	33%	67%
Employment Over Next 24 Months	0%	47%	53%

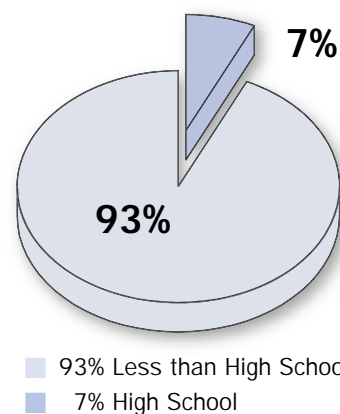


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Inexperienced	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>



Education Requirement



Lathers

15 Firms Responded Representing 168 Total Employees

OES Code: 871140

Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	67%	13%	20%	2–60 Months
Other Occupational Experience Accepted	8%	92%		12 Months as a Drywall Installer
Technical or Vocational Training Required	13%	87%		Estimator
Training Acceptable in Lieu of Experience	8%	92%		Apprenticeship



Computer Software Skills

- Employers indicated no computer skills required for this occupation.



Emerging Occupations

- Employers did not indicate any emerging occupations.



New Skills

- Organizational Skills
- Measuring Skills
- Lath Skills



Training Providers

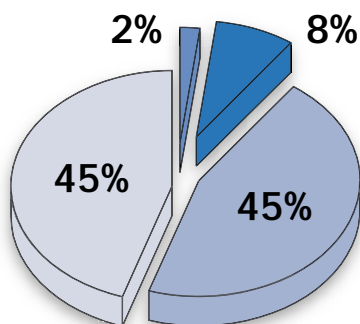
- Budget Contractors License – Temecula
- Contractors State License School – Riverside
- Laborers Training and Retraining – Anza



Recruitment

Most Successful Recruitment Methods

- Employee Referrals
- Word of Mouth
- Walk-in Applicants



2% Promotions 45% New Positions
8% Employees Leaving 45% Temporary

Source of Filled Vacancies

CCOIS 1999

Riverside County Economic Development Agency

Licensed Vocational Nurses

OES Code: 325050

16 Firms Responded Representing 197 Total Employees



Description

Licensed Vocational Nurses care for ill, injured, convalescent, and handicapped persons in hospitals, clinics, private homes, sanitariums, and similar institutions.



Wages and Benefits

New to Firm, No Experience

Range \$ 9.00 – 12.00 Median \$ 11.50

New to Firm, Experience

Range \$ 11.50 – 15.28 Median \$ 13.60

Three+ Years with Firm Experience

Range \$ 12.30 – 17.00 Median \$ 15.00

- 100% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	75%		19%		6%			100%
Dental	75%		19%		6%			100%
Vision	50%		10%				37%	100%
Life	44%		6%		13%		37%	100%
Sick Leave	81%		13%				6%	100%
Vacation	81%		19%					100%
Retirement	63%		6%				31%	100%
Child Care							100%	100%
Other								



Work Patterns

- ▶ 87% of employees in this occupation work full-time, averaging 40 hours per week.
- ▶ 7% of employees in this occupation work part-time, averaging 20 hours per week.
- ▶ 6% of employees in this occupation work temporary/on-call, averaging 8 hours per week.
- ▶ 12% male, 88% female
- ▶ 100% of firms responding have a day shift, 69% swing shift, and 94% graveyard or night shift.
- ▶ 50% promote within their organization; 50% do not.



Employment Trends

Riverside County Occupational Forecast 1995 – 2002*

(County Average Growth 23.7%)

Size: Large

Growth Rate: Much Faster than Average (35.9%)

Job Openings: 870

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	69%	31%
Employment Over Next 24 Months	0%	37%	63%

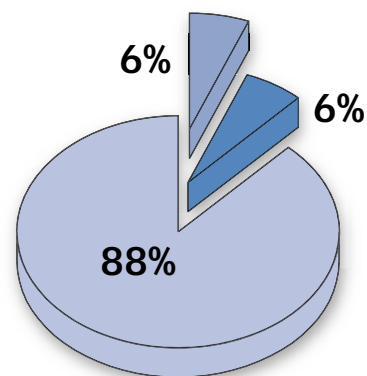


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	●	○	○
Inexperienced	●	○	○



Education Requirement



- 88% High School
- 6% Associate Degree
- 6% Bachelor Degree

Licensed Vocational Nurses

16 Firms Responded Representing 197 Total Employees

OES Code: 325050

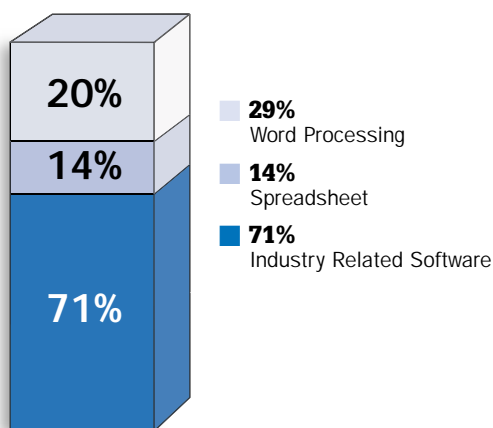
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	63%	25%	12%	6–24 Months
Other Occupational Experience Accepted	33%	67%		6–24 Months as a Certified Nurse Assistant
Technical or Vocational Training Required	94%	6%		LVN Program LVN State Board Certification
Training Acceptable in Lieu of Experience	8%	92%		Licensed Vocational Nurse



Computer Software Skills



Emerging Occupations

- Depression Nurse



New Skills

- Clinical Skills
- Continuing Education
- CPR
- Communication Skills
- Team Player
- Update on Latest Procedures



Training Providers

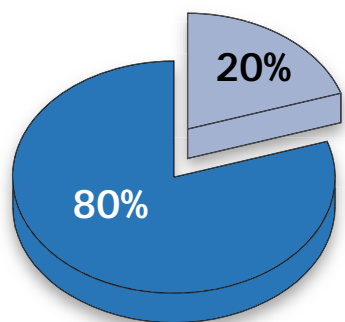
- California Paramedical & Technical College – Riverside
- College of the Desert – Palm Desert
- Four D Success Academy – Colton
- Marci College – San Diego
- Mt San Jacinto College – San Jacinto
- Riverside Community College – Riverside
- Summit Career College – Colton



Recruitment

Most Successful Recruitment Methods

- Newspaper Ads
- Employees Referrals
- Employment Development Department



- 80% Employees Leaving
- 20% New Positions

Source of Filled Vacancies

CCOIS 1999

Riverside County Economic Development Agency

Medical Appliance Makers

OES Code: 899230

6 Firms Responded Representing 31 Total Employees



Description

Medical Appliance Makers perform precision tasks such as constructing, fitting, maintaining, and repairing medical supportive devices (braces, artificial limbs, arch supports, and other surgical and medical appliances) following the prescriptions and specifications of orthotists, prosthetists, or podiatrists. They may instruct patients in the use of the devices.



Wages and Benefits

New to Firm, No Experience

Range \$ 5.75 – 5.75 Median \$ 5.75

New to Firm, Experience

Range \$ 9.59 – 19.18 Median \$ 13.02

Three+ Years with Firm Experience

Range \$ 12.00 – 28.77 Median \$ 17.03

- 100% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	67%		33%					33%
Dental	50%		50%					33%
Vision	17%		33%				50%	33%
Life	50%		17%				33%	33%
Sick Leave	100%							33%
Vacation	100%							33%
Retirement	33%		33%				33%	33%
Child Care							100%	33%
Other*	100%							17%

* Holiday Pay, Tuition Reimbursement



Work Patterns

- ▶ 87% of employees in this occupation work full-time, averaging 40 hours per week.
- ▶ 13% of employees in this occupation work part-time, averaging 25 hours per week.
- ▶ 81% male, 19% female
- ▶ 100% of firms responding have a day shift.
- ▶ 33% promote within their organization; 67% do not.



Employment Trends

Riverside County Occupational Forecast 1995 – 2002*

(County Average Growth 23.7%)

Size: Small

Growth Rate: No Significant Change (16.7%)

Job Openings: 10

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	67%	33%
Employment Over Next 24 Months	0%	33%	67%

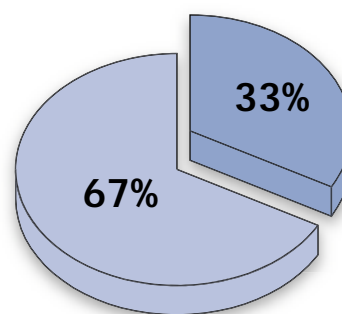


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Inexperienced	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>



Education Requirement



67% High School
33% Bachelor Degree

Medical Appliance Makers

6 Firms Responded Representing 31 Total Employees

OES Code: 899230

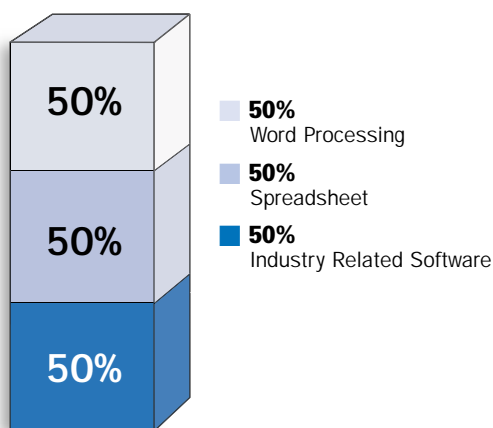
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	83%		17%	6–24 Months
Other Occupational Experience Accepted	33%	67%		6–24 Months Physical Therapy or Medical Field
Technical or Vocational Training Required	50%	33%	17%	Orthotics and Prosthetics
Training Acceptable in Lieu of Experience	67%	33%		Durable Medical Products, Prosthetics, Orthotist



Computer Software Skills



Emerging Occupations

- Pediatric Orthotist



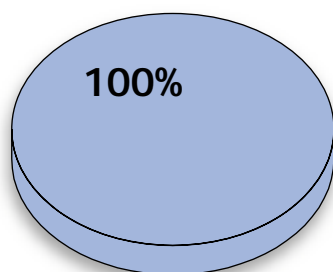
New Skills

- Dexterity
- People Skills



Training Providers

- Upon completion of our research of this occupation, no training providers was found in Riverside County.



■ 100% New Positions

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Newspaper Ads
- College or University Posting

CCOIS 1999

Riverside County Economic Development Agency

Medical Assistants

OES Code: 660050

15 Firms Responded Representing 152 Total Employees



Description

Medical Assistants perform various duties under the direction of physicians in the examination and treatment of patients. They prepare treatment room, inventory supplies and instruments, and set up patients for attention of physician, handing instruments and materials to physician as directed. They may schedule appointments, keep medical records, or perform other clerical duties.



Wages and Benefits

New to Firm, No Experience

Range \$ 6.00 – 9.00 Median \$ 7.00

New to Firm, Experience

Range \$ 7.00 – 9.00 Median \$ 8.05

Three+ Years with Firm Experience

Range \$ 8.00 – 12.00 Median \$ 10.00

- 100% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	40%		13%				40%	100%
Dental	27%		7%				60%	100%
Vision	27%		7%				60%	100%
Life	13%		7%				73%	100%
Sick Leave	47%						47%	100%
Vacation	27%						67%	100%
Retirement	27%						60%	100%
Child Care	13%		7%				80%	100%
Other*	7%						7%	

* Profit Sharing



Work Patterns

- ▶ 98% of employees in this occupation work full-time, averaging 40 hours per week.
- ▶ 1% of employees in this occupation work part-time, averaging 32 hours per week.
- ▶ 1% of employees in this occupation work temporary/on-call, averaging 35 hours per week.
- ▶ 19% male, 81% female.
- ▶ 100% of firms responding have a day shift.
- ▶ 53% promote within their organization; 47% do not.



Employment Trends

Riverside County Occupational Forecast 1995 – 2002*
(County Average Growth 23.7%)

Size: Large

Growth Rate: Much Faster than Average (54.6%)

Job Openings: 680

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	7%	33%	60%
Employment Over Next 24 months	0%	47%	53%

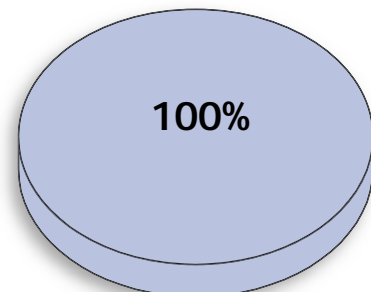


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	●	○	○
Inexperienced	●	○	○



Education Requirement



■ 100% High School or Equivalent

Medical Assistants

15 Firms Responded Representing 152 Total Employees

OES Code: 660050

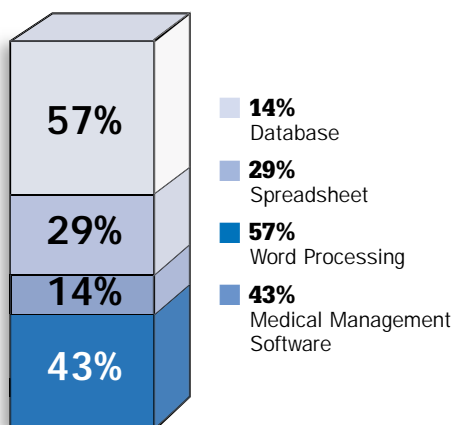
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	47%	40%	13%	6–24 Months
Other Occupational Experience Accepted	13%	87%		24 Months in the Medical Field
Technical or Vocational Training Required	80%	13%	7%	Medical Assistant Medical Assistant Certification
Training Acceptable in Lieu of Experience	67%	33%		Medical Assistant Medical Terminology



Computer Software Skills



Emerging Occupations

- ▶ Ultrasound Technology



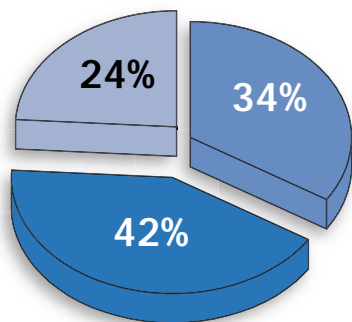
New Skills

- ▶ Computer skills
- ▶ Vital Signs
- ▶ Injections
- ▶ EKG
- ▶ CPR



Training Providers

- ▶ BMR Training–Riverside
- ▶ California Institute of Customer Engineering–Ontario
- ▶ California Paramedical and Technical College–Riverside
- ▶ Career Colleges of America–San Bernardino
- ▶ Casa Colina Career Development Center–Riverside
- ▶ Marci College–San Diego
- ▶ Modern Technology School of X-Ray–Anaheim
- ▶ Nova Health Technology–Ontario
- ▶ Palm Springs Adult Education–Palm Springs
- ▶ Premier Career College–Irwindale
- ▶ Riverside Community College–Riverside
- ▶ Skadron College/Conrinthian Schools–San Bernardino
- ▶ Summit Career College–Colton
- ▶ US College of Health & Human Service–Riverside



Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- ▶ Newspaper
- ▶ Employee Referrals
- ▶ School, Program Referrals

CCOIS 1999

Medical Records Technicians

OES Code: 329110

15 Firms Responded Representing 123 Total Employees



Description

Medical Records Technicians compile and maintain medical records of hospital and clinic patients.



Wages and Benefits

New to Firm, No Experience

Range \$ 5.75 – 10.00 Median \$ 7.00

New to Firm, Experience

Range \$ 6.50 – 10.50 Median \$ 8.00

Three+ Years with Firm Experience

Range \$ 6.95 – 14.00 Median \$ 10.00

- 100% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	27%		53%	7%	7%		7%	50%
Dental	20%		53%	7%	7%		13%	50%
Vision	20%		40%	7%	7%		27%	50%
Life	20%		47%	7%	7%		20%	50%
Sick Leave	67%		20%				7%	50%
Vacation	87%		7%					67%
Retirement	40%		47%				7%	67%
Child Care							93%	67%
Other*	47%						27%	50%

* Holiday Pay



Work Patterns

- ▶ 93% of employees in this occupation work full-time, averaging 40 hours per week.
- ▶ 6% of employees in this occupation work part-time, averaging 25 hours per week.
- ▶ 2% of employees in this occupation work temporary/on-call, averaging 23 hours per week.
- ▶ 17% male, 83% female.
- ▶ 100% of firms responding have a day shift, 7% swingshift.
- ▶ 47% promote within their organization; 53% do not.



Employment Trends

Riverside County Occupational Forecast 1995 – 2002*

(County Average Growth 23.7%)

Size: Small

Growth Rate: Much Faster than Average (63.2%)

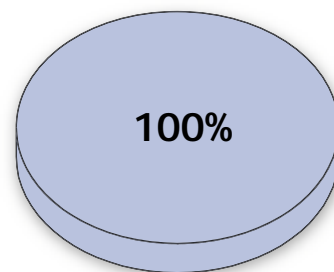
Job Openings: 150

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	53%	47%
Employment Over Next 24 Months	0%	73%	27%



Education Requirement



■ 100% High School



Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	○	●
Inexperienced	○	●	○

Medical Records Technicians

15 Firms Responded Representing 123 Total Employees

OES Code: 329110

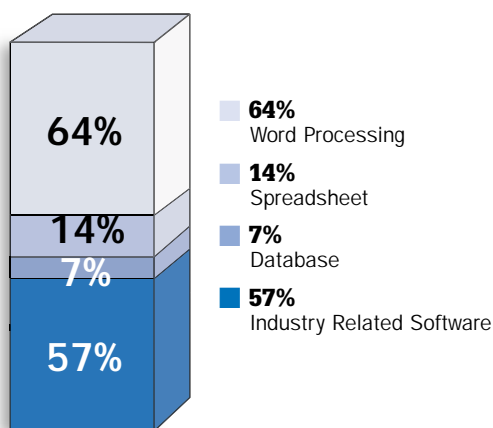
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	54%	33%	13%	6–36 Months
Other Occupational Experience Accepted	30%	70%		6–12 Months as a Certified Nurse Assistant
Technical or Vocational Training Required	27%	73%		Medical Terminology, Medical Records Assistant
Training Acceptable in Lieu of Experience	50%	50%		Medical Terminology, Medical Records Assistant



Computer Software Skills



Emerging Occupations

- Employers did not indicate any emerging occupations.



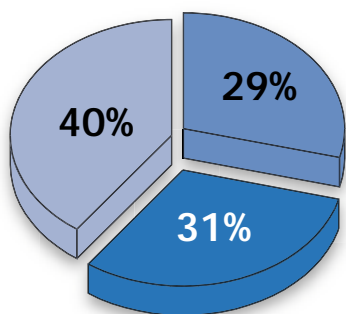
New Skills

- 10 Key by Touch
- New Medical Technology



Training Providers

- Larson Training Center – Orange



- 29% Promotions
- 31% Employees Leaving
- 40% New Positions

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Employee Referrals
- Newspaper Ads
- In-house Promotions or Transfers

CCOIS 1999

Riverside County Economic Development Agency

Packaging and Filling Machine Operators and Tenders

OES Code: 929740

15 Firms Responded Representing 814 Total Employees



Description

Packaging and Filling Machine Operators and Tenders operate or tend machines, such as filling machines, casing running machines, ham rolling machines, preservative filling machines, baling machines, wrapping machines, and stuffing machines, to prepare industrial or consumer products, such as gas cylinders, meat and other food products, tobacco, insulation, ammunition, stuffed toys and athletic equipment, and upholstered pads, as end products or for storage and shipment.



Wages and Benefits

New to Firm, No Experience

Range \$ 6.00 – 7.00 Median \$ 6.33

New to Firm, Experience

Range \$ 9.00 – 21.58 Median \$ 18.75

Three+ Years with Firm Experience

Range \$ 12.00 – 38.00 Median \$ 29.87

- 6% Union, 94% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	44%		31%				19%	100%
Dental	31%		19%		6%		38%	100%
Vision	13%		25%				56%	100%
Life	13%		31%				50%	100%
Sick Leave	38%		6%				50%	100%
Vacation	38%		31%				25%	100%
Retirement	13%	6%	50%				31%	50%
Child Care							94%	100%
Other							19%	50%



Work Patterns

- ▶ 100% of employees in this occupation work full-time, averaging 40 hours per week.
- ▶ 100% male.
- ▶ 100% of firms responding have a day shift.
- ▶ 56% promote within their organization; 44% do not.



Employment Trends

Riverside County Occupational Forecast 1995 – 2002*

(County Average Growth 23.7%)

Size: Medium

Growth Rate: No Significant Change (19%)

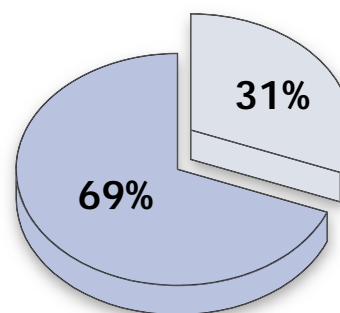
Job Openings: 240

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	6%	44%	50%
Employment Over Next 24 Months	0%	6%	94%



Education Requirement



- 31% Less than High School
- 69% High School



Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Inexperienced	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

Packaging and Filling Machine Operators and Tenders

15 Firms Responded Representing 814 Total Employees

OES Code: 929740

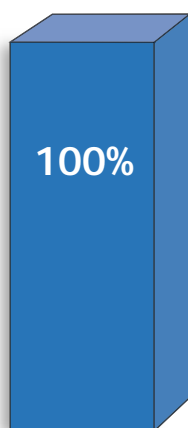
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	13%	87%		24–60 Months
Other Occupational Experience Accepted	50%	50%		24 Months in a Mechanical Related Occupation
Technical or Vocational Training Required	13%	87%		Technical
Training Acceptable in Lieu of Experience	100%			Forklift Operator



Computer Software Skills



■ 100%
Industry Related Software



Emerging Occupations

- Employers did not indicate any emerging occupations.



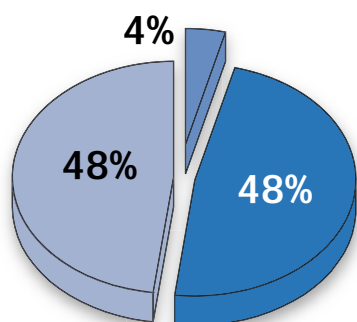
New Skills

- Employers did not indicate any new skills.



Training Providers

- Riverside Community College – Riverside



■ 4% Promotions
■ 48% Employees Leaving
■ 48% New Positions

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Employee Referrals
- Newspaper Ads
- Private Employment Agencies

CCOIS **1999**

Riverside County Economic Development Agency

Plumbers, Pipefitters, and Steamfitters

OES Code: 875020

15 Firms Responded Representing 409 Total Employees



Description

Plumbers, Pipefitters, and Steamfitters assemble, install, alter and repair pipe systems (metal, plastic, ceramic, composition, etc.) that carry water, steam, air, or other liquids or gases. Please do not include plumbers and pipefitters who primarily install and repair heating, air conditioning, and refrigeration systems.



Wages and Benefits

NON-UNION

New to Firm, No Experience

Range \$ 7.00 – 8.50 Median \$ 7.00

New to Firm, Experience

Range \$ 8.50 – 15.00 Median \$ 12.00

Three+ Years with Firm Experience

Range \$ 15.00 – 20.00 Median \$ 16.00

UNION

New to Firm, No Experience

Range \$ 6.75 – 6.75 Median \$ 6.75

New to Firm, Experience

Range \$ 9.50 – 23.00 Median \$ 13.50

Three+ Years with Firm Experience

Range \$ 12.00 – 35.00 Median \$ 21.50

- 27% Union, 73% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	33%		40%				27%	100%
Dental	27%		33%				47%	100%
Vision	20%		27%				60%	100%
Life	20%		7%				73%	100%
Sick Leave	13%		7%				80%	100%
Vacation	53%		7%				40%	100%
Retirement	27%		33%				47%	100%
Child Care							100%	100%
Other*	7%						7%	100%

* Profit Sharing



Work Patterns

- ▶ 98% of employees in this occupation work full-time, averaging 41 hours per week.
- ▶ 1% of employees in this occupation work temporary/on-call, averaging 17 hours per week.
- ▶ 99% male, 1% female
- ▶ 93% of firms responding have a day shift, 7% swing shift.
- ▶ 93% promote within their organization; 7% do not.



Employment Trends

Riverside County Occupational Forecast 1995 – 2002*

(County Average Growth 23.7%)

Size: Medium

Growth Rate: Faster than Average (29.9%)

Job Openings: 430

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	27%	73%
Employment Over Next 24 Months	0%	20%	80%

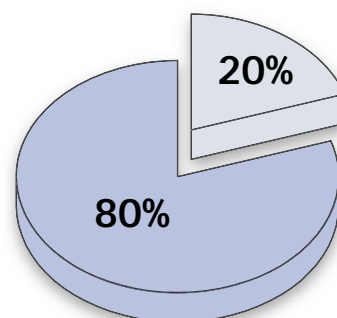


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	○	●
Inexperienced	○	●	○



Education Requirement



20% Less than High School
80% High School

Plumbers, Pipefitters, and Steamfitters

15 Firms Responded Representing 409 Total Employees

OES Code: 875020

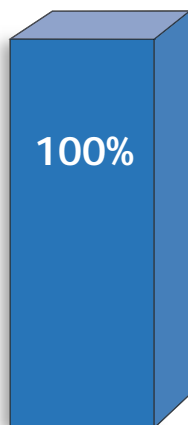
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	73%	20%	7%	6–60 Months
Other Occupational Experience Accepted	25%	75%		6–60 Months as a Plumber, Foreman, or Construction
Technical or Vocational Training Required	7%	80%	13%	Mechanic
Training Acceptable in Lieu of Experience	42%	58%		Plumbing Apprenticeship



Computer Software Skills



■ 100%
Industry Related Software



Emerging Occupations

- Computer Aided Drafting (CAD)



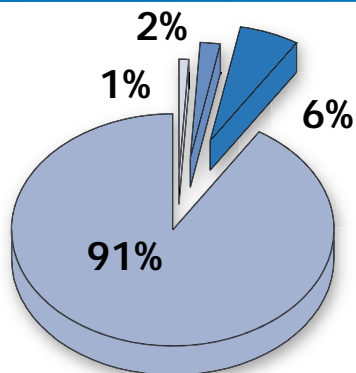
New Skills

- CAD Skills



Training Providers

- Nova Health Technology – Ontario
- Riverside Community College – Riverside



■ 2% Promotions ■ 91% New Positions
■ 6% Employees Leaving ■ 1% Temporary

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Employee Referrals
- Newspaper Ads
- Walk-in Applicants

CCOIS 1999

Riverside County Economic Development Agency

Receptionists and Information Clerks

OES Code: 553050

15 Firms Responded Representing 129 Total Employees



Description

Receptionists and Information Clerks answer inquiries and obtain information for the general public (customers, visitors, and other interested parties) concerning activities conducted at an establishment, such as the location of offices or persons within the firm, departments within the firm, departments within the store, or services within the hotel. They may perform a variety of other clerical duties. Please do not include Receptionists who primarily operate switchboards.



Wages and Benefits

New to Firm, No Experience

Range \$ 5.75 – 9.50 Median \$ 7.00

New to Firm, Experience

Range \$ 6.00 – 10.00 Median \$ 7.50

Three+ Years with Firm Experience

Range \$ 7.00 – 12.00 Median \$ 10.00

- 100% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	33%		53%				7%	100%
Dental	33%		53%				7%	100%
Vision	27%		20%				47%	100%
Life	27%		53%				13%	100%
Sick Leave	53%		27%				13%	100%
Vacation	60%		27%				7%	100%
Retirement	53%		13%				27%	100%
Child Care	7%						87%	100%
Other							73%	75%



Work Patterns

- ▶ 74% of employees in this occupation work full-time, averaging 40 hours per week.
- ▶ 26% of employees in this occupation work part-time, averaging 25 hours per week.
- ▶ 1% of employees in this occupation work temporary/on-call, averaging 24 hours per week.
- ▶ 28% male, 72% female
- ▶ 100% of firms responding have a day shift, 33% swing shift, 60% graveyard shift.
- ▶ 73% promote within their organization; 27% do not.



Employment Trends

Riverside County Occupational Forecast 1995 – 2002*

(County Average Growth 23.7%)

Size: Very Large

Growth Rate: Faster than Average (30.6%)

Job Openings: 1,630

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	0%	53%	47%
Employment Over Next 24 Months	0%	60%	40%

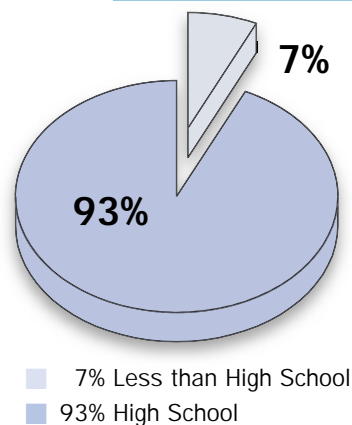


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	●	○	○
Inexperienced	●	○	○



Education Requirement



Receptionists and Information Clerks

15 Firms Responded Representing 129 Total Employees

OES Code: 553050

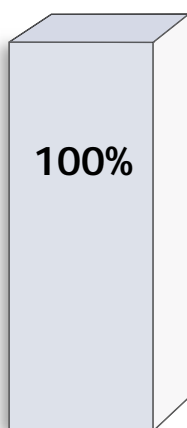
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	53%	40%	7%	6–12 Months
Other Occupational Experience Accepted	78%	22%		6–12 Months Customer Service Representative
Technical or Vocational Training Required	13%	87%		Computer Office Software
Training Acceptable in Lieu of Experience	44%	56%		Computer Office Skills



Computer Software Skills



100%
Word Processing



Emerging Occupations

- Employers did not indicate any emerging occupations.



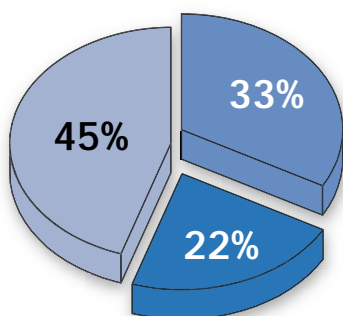
New Skills

- Ability to Spell Correctly



Training Providers

- Alvord Unified – Riverside
- California Paramedical and Technical College – Riverside
- Center for Employment Training – Indio, Temecula, and Riverside
- Coachella Valley Technical Skills – Thousand Palms
- Computer Skills Center – Palm Springs
- Larson Training Center – Orange
- Perris Community Adult School – Perris
- Education Options Center – Riverside
- Summit Career College – Colton
- Riverside Community College – Riverside
- Mt. San Jacinto College – Menifee, San Jacinto



33% Promotions
22% Employees Leaving
45% New Positions

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- Newspaper
- Walk-in Applicants
- Employee Referrals

CCOIS 1999

Riverside County Economic Development Agency

Registered Nurses

OES Code: 325020

15 Firms Responded Representing 280 Total Employees



Description

Registered Nurses administer nursing care to ill or injured persons. This group includes administrative, public health, industrial, private duty, and surgical nurses. Licensing or registration is required. Please do not include Nursing Instructors and Teachers.



Wages and Benefits

New to Firm, No Experience

Range \$ 13.00 – 20.00 Median \$ 16.00

New to Firm, Experience

Range \$ 16.00 – 21.50 Median \$ 18.00

Three+ Years with Firm Experience

Range \$ 17.00 – 25.00 Median \$ 20.00

- 13% Union, 87% Non-Union of all firms responding.

Benefits	EMPLOYER PAYS ALL		COST SHARING		EMPLOYEE PAYS ALL		NOT PROVIDED	
	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
Medical	33%		67%	13%				82%
Dental	27%		60%	13%	7%		7%	82%
Vision	27%		27%	13%	7%		40%	82%
Life	20%		40%	7%	7%		33%	91%
Sick Leave	27%		53%	13%			20%	82%
Vacation	27%		53%	13%			20%	82%
Retirement	27%		40%	13%		7%	33%	73%
Child Care						7%	100%	91%
Other*	7%							9%

* Holiday Pay



Work Patterns

- ▶ 66% of employees in this occupation work full-time, averaging 38 hours per week.
- ▶ 16% of employees in this occupation work part-time, averaging 24 hours per week.
- ▶ 19% of employees in this occupation work temporary/on-call, averaging 18 hours per week.
- ▶ 25% male, 75% female
- ▶ 93% of firms responding have a day shift, 60% swing shift, and 60% graveyard shift.
- ▶ 87% promote within their organization; 13% do not.



Employment Trends

Riverside County Occupational Forecast 1995 – 2002*

(County Average Growth 23.7%)

Size: Very Large

Growth Rate: Faster than Average (29.5%)

Job Openings: 2,720

*Employment Development Department Projections Report

Employment Levels	Decline	Remain Stable	Grow
During the Past Year	13%	47%	40%
Employment Over Next 24 Months	13%	40%	47%

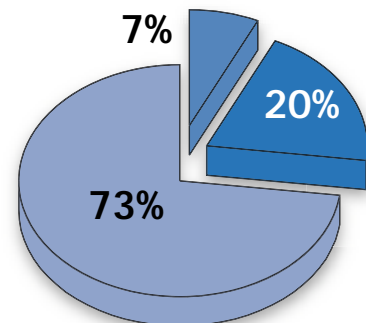


Supply and Demand

Difficulty	None	Moderate	Very
Experienced/Qualified	○	○	●
Inexperienced	○	○	●



Education Requirement



- 73% Associate Degree
- 7% Bachelor Degree
- 20% Graduate Study

Registered Nurses

15 Firms Responded Representing 280 Total Employees

OES Code: 325020

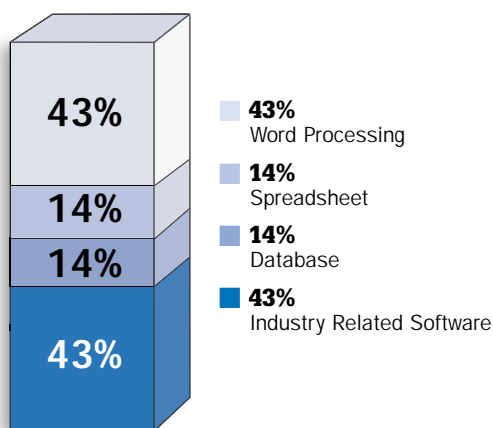
Training and Related Work Experience Required or Accepted



	YES	NO	NOT REQUIRED, BUT PREFERRED	TYPE OR AMOUNT REQUIRED, PREFERRED OR ACCEPTED
Work Experience Required	67%	13%	20%	2–36 Months
Other Occupational Experience Accepted	20%	80%		6–12 Months in Emergency Room
Technical or Vocational Training Required	73%	27%		I.V. Certified
Training Acceptable in Lieu of Experience	15%	85%		Clinical Training, Registered Nurse Training



Computer Software Skills



Emerging Occupations

- ▶ Non Licensed Personal
- ▶ P.A.T Registered Nurse Training



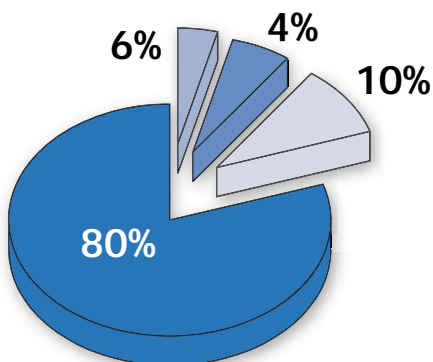
New Skills

- ▶ Problem Solving
- ▶ C.PR Skills
- ▶ Supervisory Skills
- ▶ Clinical Skills



Training Providers

- ▶ College of the Desert – Palm Desert
- ▶ Riverside Community College – Riverside
- ▶ Mt. San Jacinto College – Menifee, San Jacinto
- ▶ Educational Options Center – Riverside



- 6% Promotions
- 4% New Positions
- 80% Employees Leaving
- 10% Temporary

Source of Filled Vacancies



Recruitment

Most Successful Recruitment Methods

- ▶ Newspaper
- ▶ Employee Referrals
- ▶ School, Program Referrals

CCOIS 1999

Riverside County Economic Development Agency

CCOIS

Riverside County Economic Development Agency

index

**Occupational
Outlook**

The Employment Development Department (EDD) does not endorse the schools listed in the California Training and Education Providers. Please note that training programs may change frequently and we recommend contacting the schools to verify the information listed in the profile.

2001 Vocational Training Index

Cashiers

Computer Skills Centers – Palm Desert
ROP–RCOE – Indio
ROP–Arlington High School – Riverside
ROP–Banning High School – Banning
ROP–Beaumont High School – Beaumont
ROP–Buena Vista High School – Corona
ROP–Canyon Springs High School – Moreno Valley
ROP–Cathedral City High School – Cathedral City
ROP–Chaparral High School – Temecula
ROP–Coachella Valley High School – Coachella
ROP–Hemet High School – Hemet
ROP–Jurupa Valley High School – Jurupa
ROP–La Sierra High School – La Sierra
ROP–Murrieta Valley High School – Murrieta
ROP–Norte Vista High School – Norte Vista
ROP–Palm Springs Community Site – Palm Springs
ROP–Palm Springs High School – Palm Springs
ROP–Palo Verde High School – Blythe
ROP–Perris High School – Perris
ROP–Rancho Verde High School – Moreno Valley
ROP–Rubidoux High School – Rubidoux
ROP–San Jacinto High School – San Jacinto
ROP–Temecula Valley High School – Temecula

Computer Support Specialists

BMR Training Centers – Riverside
Career Colleges of America – San Bernardino
Chapman University Coachella Valley Campus
– Palm Desert
Chapman University Academic Center
– Moreno Valley
Coachella Valley Technical Skills – Coachella
Computer Career Institute – Palm Desert
Computer Education Institute – Riverside
Computer Skills Centers – Palm Desert
Educational Options Center – Riverside
Future-Net – Riverside
Mt. San Jacinto College – San Jacinto
Mt. San Jacinto College – Menifee

continued – Computer Support Specialists

Net 10 Technologies – Hemet
Net 10 Technologies – Rancho Cucamonga
Rhodes College – Rancho Cucamonga
Riverside Community College – Moreno Valley
Riverside Community College – Norco
Riverside Community College – Riverside
Skadron – San Bernardino
Software Education of America – Riverside
Todec Legal Center – Perris
True Systems Analysis – Hemet
United Education Institute – Ontario
University of California, Riverside – Extension
Westech College – Pomona

Cooks – Restaurant

ROP – Blythe Community School – Blythe
ROP – Centennial High School – Corona
ROP – Chaparral High School – Temecula
ROP – Culinary Academy – Riverside
ROP – Moreno Valley High School – Moreno Valley
ROP – Perris High School – Perris
ROP – Poly High School – Riverside

Dental Assistants

Bryman College – Ontario
Concorde Career Institute – San Bernardino
Desert Career College – Palm Springs
ROP – Grindstaff Center II
ROP – RCOE – Indio
San Joaquin Valley College – Rancho Cucamonga
United Education Institute – Ontario

Dental Hygienists

Loma Linda University – Loma Linda
San Joaquin Valley College – Rancho Cucamonga

2001 Vocational Training Index

Electrical & Electronic Assemblers

Upon completion of our research on this occupation, no training provider was found in Riverside County.

Fiber Optics Technicians

Upon completion of our research on this occupation, no training provider was found in Riverside County.

General Managers & Top Executives

Upon completion of our research on this occupation, no training provider was found in Riverside County.

General Office Clerks

BMR Training Centers – Riverside
 Center for Employment Training – Coachella
 Center for Employment Training – Riverside
 Center for Employment Training – Temecula
 Coachella Adult Education – Coachella
 Coachella Valley Technical Skills – Thousand Palms
 Computer Education Institute – Riverside
 Computer Skills Center – Palm Desert
 Desert Career College – Palm Springs
 Educational Options Center – Riverside
 Mt. San Jacinto College – Meniffee
 Mt. San Jacinto College – San Jacinto
 Palo Verde College – Blythe
 Rhodes College – Rancho Cucamonga
 Riverside Community College – Moreno Valley
 Riverside Community College – Norco
 Riverside Community College – Riverside
 ROP – RCOE – Indio
 ROP – Banning High School – Banning
 ROP – Beaumont High School – Beaumont
 ROP – Buena Vista High School – Corona
 ROP – Canyon Springs High School – Moreno Valley
 ROP – Cathedral City High School – Cathedral City
 ROP – Centennial High School – Corona
 ROP – Corona High School – Corona
 ROP – Elsinore High School – Wildomar
 ROP – Grindstaff Center I – Riverside
 ROP – Hamilton High School – Anza

continued – General Office Clerks

ROP – Hemet High School – Hemet
 ROP – Jurupa Valley High School – Jurupa
 ROP – La Sierra High School – La Sierra
 ROP – Moreno Valley High School – Moreno Valley
 ROP – Murrieta Valley High School – Murrieta
 ROP – Norte Vista High School – Norte Vista
 ROP – North High School – Riverside
 ROP – Palo Verde High School – Blythe
 ROP – Ramona High School – Riverside
 ROP – Rancho Verde High School – Rancho Verde
 ROP – Rubidoux High School – Rubidoux
 ROP – San Jacinto High School – San Jacinto
 Skadron – San Bernardino
 Summit Career College – Colton
 Todec Legal Center – Perris
 United Education Institute – Ontario
 University of California, Riverside-Extension
 – Riverside

Heating, Air Conditioning, & Refrigeration Mechanics

Riverside Community College – Riverside
 ROP – Cathedral City High School – Cathedral City

Inspectors & Testers

Upon completion of our research on this occupation, no training provider was found in Riverside County.

Medical, Clinical Lab Technologists

Upon completion of our research on this occupation, no training provider was found in Riverside County.

NCM – Tool Operators

Center for Employment Training – Riverside

2001 Vocational Training Index

Nurse Aides, Orderlies, Attendants

ATS Training Services Inc – Riverside
California Career Schools – San Jacinto
California Nurses Educational Institute Inc.
– Palm Springs
California Paramedical and Technical – Riverside
Career Moves, Inc. – Riverside
College of the Desert – Economic Development and
Community Education – Palm Desert
Educational Options Center – Riverside
Four-D Success Academy – Colton
Mt. San Jacinto College – Menifee
Palm Springs Adult Education – Palm Springs
Palo Verde College – Blythe
Riverside Community College – Moreno Valley
Riverside Community College – Norco
Riverside Community College – Riverside
ROP – RCOE – Indio
ROP – Arlington High School – Riverside
ROP – Corona Regional Medical Center – Corona
ROP – Moreno Valley Community Hospital
– Moreno Valley
ROP – Paloma Valley High School – Menifee
ROP – West Valley High School – Hemet

Personal And Home Care Aides

ATS Training Services Inc. – Riverside
BMR Training Centers – Riverside
California Career Schools – San Jacinto
California Nurses Educational Institute Inc.
– Palm Springs
California Paramedical and Technical – Riverside
Career Moves, Inc. – Riverside
Educational Options Center – Riverside
Four-D Success Academy – Colton
Palo Verde College – Blythe

Pharmacy Aides

California Paramedical and Technical – Riverside

Pharmacy Technicians

California Paramedical and Technical – Riverside
Career College of America – San Bernardino
Four-D Success Academy – Colton
Healthstaff Training Institute – Riverside
Healthstaff Training Institute – Santa Ana
ROP – Grindstaff Center I – Riverside
San Joaquin Valley College – Rancho Cucamonga
United Education Institute – Ontario

Radiologic Technologists

Loma Linda University – Loma Linda

Teachers & Instructors – Voc. ED & Training

University of California, Riverside–Extension
– Riverside

Teachers – Elementary School

California Baptist University – Riverside
California State University – Palm Desert Campus
Chapman University Coachella Valley – Palm Desert
Chapman University – Moreno Valley
La Sierra University – Riverside
University of California, Riverside
University of California, Riverside–Extension
– Riverside

Telephone & Cable, TV Line Installers and Repairers

College of the Desert Economic Development and
Community Education – Palm Desert
Riverside Community College – Riverside

Truck Drivers – Light

Career Moves, Inc. – Riverside
United Truck Driving School – Riverside

2001 Vocational Training Index

Ultrasound Technologists

*Upon completion of our research on this occupation,
no training provider was found in Riverside County.*

Welders and Cutters

Center for Employment Training – Riverside

Palo Verde College – Blythe

Riverside Community College – Moreno Valley

Riverside Community College – Norco

ROP –Elsinore High – Wildomar

ROP –Moreno Valley High School – Moreno Valley

2001 Occupations Training Providers

Community College and University Programs

California Baptist University

8432 Magnolia Avenue
Riverside, CA 92504-3297
(909) 343-4212

Chapman University Academic Center

22620 Golden Crest Drive,
Suite 1025
Moreno Valley, CA 92553
(909) 697-0111

Chapman University Coachella Valley Campus

42-600 Cook Street, Suite 134
Palm Desert, CA 92211
(760) 341-8051

Central State University

3666 University Avenue, Suite 401
Riverside, CA 92501
(909) 276-2233

La Sierra University

4700 Pierce Street
Riverside, CA 92525-8247
(909) 785-2000

Mt. San Jacinto College San Jacinto Campus

1499 North State Street
San Jacinto, CA 92583-2399
(909) 487-MSJC (6752)

Mt. San Jacinto College Menifee Campus

28237 La Piedra Road
Menifee, CA 92584-8947
(909) 672- MSJC (6752)

Riverside Community College Riverside Campus

4800 Magnolia Avenue
Riverside, CA 92506-1299
(909) 222-8000

Riverside Community College Moreno Valley Campus

16130 Laselle Street
Moreno Valley, CA 92551-2045
(909) 485-6100

Riverside Community College Norco Campus

2001 Third Street
Norco, CA 91760-2660
(909) 372-7000

Park University

811 West Chanslor Way
Blythe, CA 92225
(760) 921-5366

Palo Verde College

811 West Chanslor Way
Blythe, CA 92225
(760) 922-6168

University of California Riverside, Extension

1200 University Avenue
Riverside, CA 92507-4596
(909) 787-4105

University of California University of California, Riverside

900 University Avenue
Riverside, CA 92521
(909) 787-1012

Private Training Provider Programs

Advance School of Driving

2209 West Arrow, Route #B
Upland, CA 91768
(909) 981-1178

Advanced Institute of Pest Technology

3808 East La Palma Avenue
Anaheim, CA 92807
(714) 630-5945

Appraisal Training Services, Inc.

3900 Birch Street, Suite 109
Newport Beach, CA 92660
(800) 221-8258

Appraisal Training Services, Inc.

3741 Merced Drive, Suite I
Riverside, CA 92503
(909) 509-0608

Appraisal Training Services, Inc.

2790 Skypark Drive, Suite 104
Torrance, CA 90510
(310) 539-8540

Associated Technical College

1593 East Vista Way, Suite C
Vista, CA 92084
(760) 643-0505

Automotive Dealership Business School

3450 Spring Street, Suite 118
Long Beach, CA 90806
(562) 997-9711

BMR Training Centers

12702 Magnolia Avenue, Suite 27
Riverside, CA 92503
(909) 371-4707

California Institute of Customer Engineering

18006 Sky Park Circle, Suite 110
Irvine, CA 92614
(949) 474-7655

California Paramedical and Technical College

4550 La Sierra Avenue
Riverside, CA 92505
(909) 687-900

Career Colleges of America

184 West Club Center Drive, Suite K
San Bernardino, CA 92408
(909) 876-0919

2001 Occupations Training Providers

Career Moves, Inc.

10248 Indiana Avenue
Riverside, CA 92503
(888) 351-4264

Carter Vocational Schools

11748 Magnolia Avenue, Suite B
Riverside, CA 92503
(909) 359-8171

Central CA. Sch of Continuing Education

271 Ott Street, Suite 23
Corona, CA 92882
(909) 549-0693

Center for Employment Training – Coachella

49111 Hwy. 111, Suite 5
Coachella, CA 92236
(760) 398-8889

Center for Employment Training – Blythe

1277 West Hobson Way
Blythe, CA 92225
(760) 922-0103

Center for Employment Training – Riverside

9960 Indiana Avenue Suite 9
Riverside, CA 92503
(909) 680-0238

Center for Employment Training – Temecula

42066 Avenida Alvarado, Suite A
Temecula, CA 92590
(909) 296-3010

Coachella Adult Education

1099 Orchard Avenue
Coachella, CA 92236
(760) 398-6302

Coachella Valley Technical Skills

73-170 Ramon Rd, Suite A
Thousand Palms, CA 92276
(760) 328-5554

Computer Career Institute

74-350 Alessandro Drive, Suite A1
Palm Desert, CA 92280
(760) 773-5533

Computer Education Institute

1635 Spruce Street
Riverside, CA 92507
(909) 276-1704

Computer Skills Center

73-555 Alessandro Drive, Suite A
Palm Desert, CA 92260
(760) 341-9747

College of the Desert – Economic Development And Community Education

43-500 Monterey Avenue
Palm Desert, CA 92260
(760) 773-2545

Desert Career College

1555 South Palm Canyon Drive,
Suite H202
Palm Springs, CA 92264
(760) 864-1356

EDNET Career Institute, Inc.

6018 Variel Avenue
Woodland Hills, CA 91367
(818) 702-5-8050

Educational Options Center

6401 Lincoln Avenue
Riverside, CA 92506
(909) 276-7670

Excel Technical College

2050 West Chapman Avenue,
Suite 108
Orange, CA 92868
(714) 712-4166

Executive Business Institute

1299 Columbia Avenue, Suite E5
Riverside, CA 92507
(909) 784-9600

Four-D Success Academy

1020 East Washington Street
Colton, CA 92324
(909) 783-9331

Future-Net

6700 Indiana Avenue, Suite 225
Riverside, CA 92506
(909) 684-6273

Health Care Innovations

965 S. Vernon, Suite A
Colton, CA 92324
(909) 824-1565

Helms Group/Technical Training

19401 South Vermont Avenue,
Suite J-101
Torrance, CA 90502
(310) 769-1444

Instructional Access Inc.

6800 Indiana Avenue, Suite 140
Riverside, CA 92506
(909) 341-8982

Intercoast Colleges

17101 Armstrong, Suite 100
Irvine, CA 92614
(949) 222-0272

2001 Occupations Training Providers

Larson Training Centers

2041 West Orangewood Avenue
Orange, CA 92868
(714) 634-1800

MTI College

760 Via Lata, Suite 300
Colton, CA 92324
(909) 424-0123

Net 10 Technologies

950 N. State Street, Suite A
Hemet, CA 92543
(909) 658-2966

Net 10 Technologies

9108 Pittsburgh Avenue
Rancho Cucamonga, CA 91730
(909) 980-0235

New Horizons

1231 East Dyer Road, Suite 140
Santa Ana, CA 92705
(714) 556-1220

Nova Health Technology

520 North Euclid Avenue
Ontario, CA 91762
(909) 984-5027

Palm Springs Adult Education

333 South Farrell Drive
Palm Springs, CA 92262
(760) 416-8450

Premiere Career College

12901 Ramona Boulevard
Irwindale, CA 91706
(626) 814-2080

Riverside Culinary Academy

1155 Spruce Street
Riverside, CA 92507
(909) 955-9728

Skadron College/ Conrithian School

295 East Caroline Street, Suite D
San Bernardino, CA 92408
(909) 783-8810

Software Education of America

4100 Latham Street, Suite A
Riverside, CA 92501
(909) 684-5855

Software Education of America

265 South Randolph Avenue,
Suite 190
Brea, CA 92621
(714) 257-3095

Summit Career College

1250 East Cooley Drive
Colton, CA 92324
(909) 422-8950

Todec Legal Center, Perris

234 South D Street
Perris, CA 92570
(909) 943-1955

True Systems Analysis

448 South Palm Avenue, Suite B
Hemet, CA 92543
(909) 658-1823

United Education Institute

3727 West Sixth Street
Los Angeles, CA 90020
(213) 427-3700

U. S. Colleges of Health and Human Services

5700 Division, Suite 100
Riverside, CA 92506
(800) 960-7364

United States Truck Driving Schools Inc.

46-350 Arabia Street
Indio, CA 92201
(760) 342-3317

United Truck Driving School

1153 Spruce Street
Riverside, CA 92507
(909) 955-9785

Westech College

500 West Mission Boulevard
Pomona, CA 91766
(909) 622-6486

Regional Occupational Programs

Riverside County Regional Occupational Program

9825 County Farm Road
Riverside, CA 92503
(909) 826-6810

ROP- Arlington High School

2951 Jackson Street
Riverside, CA 92503

ROP- Banning High School

100 West Westward
Banning, CA 92220

ROP- Beaumont High School

1591 Cherry Avenue
Beaumont, CA 92223

ROP- Buena Vista High School

300 Buena Vista Avenue
Corona, CA 91720

ROP- Canyon Springs High School

23100 Cougar Canyon
Moreno Valley, CA 92557

ROP- Cathedral City High School

69250 Dinah Shore Drive
Cathedral City, CA 92234

ROP- Chaparral High School

27215 Nicolas Road
Temecula, CA 92591

2001 Occupations Training Providers

ROP– Coachella Valley High School

83-800 Airport Boulevard
Thermal, CA 92274

ROP– Centennial High School

1820 Rimpau Avenue
Corona, CA 91720

ROP– Corona High School

1150 West Tenth Street
Corona, CA 91720

ROP– Corona Regional Medical Center School

900 South Main Street
Corona, CA 91719

ROP– COTA Fire Training Center

448 North Cota Street
Corona, CA 91719

ROP– Grindstaff Center I and II

9825 County Farm Road
Riverside, CA 92503

ROP– Hamilton High School

57550 Mitchell Road
Anza, CA 92539

ROP– Hemet High School

41701 East Stetson Avenue
Hemet, CA 92544

ROP– Indio High School

81750 Avenue 46
Indio, CA 92201

ROP– Jurupa Valley High School

10551 Bellegrave Avenue
Mira Loma, CA 91752

ROP– Elsinore High School

21800 Canyon Drive
Wildomar, CA 92595

ROP– La Sierra High School

4145 La Sierra Avenue
Riverside, CA 92505

ROP– March Mountain High School

24551 Dracaea Avenue
Moreno Valley, CA 92553

ROP– Moreno Valley High School

23300 Cottonwood Avenue
Moreno Valley, CA 92553

ROP– Murrieta Valley High School

24105 Washington Street
Murrieta, CA 92562

ROP– Norte Vista High School

6585 Crest Street
Riverside, CA 92503

ROP– Ortega High School

265 San Jacinto River Road
Lake Elsinore, CA 92530

ROP– Palm Springs High School

2401 East Baristo Road
Palm Springs, CA 92262

ROP– Paloma Valley High School

31375 Bradley Road
Menifee, CA 92584

ROP– Palo Verde High School

667 North Lovekin Boulevard
Blythe, CA 92225

ROP– Perris High School

175 East Nuevo Road
Perris, CA 92571

ROP– Ramona High School

7675 Magnolia Avenue
Riverside, CA 92504

ROP– Rainbow Springs Preschool

23990 Eucalyptus
Moreno Valley, CA 92553

ROP– Rancho Verde High School

17750 Lasselle Street
Moreno Valley, CA 92553

ROP– Riverside County Office of Education- RCOE

47-336 Oasis Street
Indio, CA 92201

ROP– Riverside Culinary Academy

1151 Spruce Street
Riverside, CA 92507

ROP– Rubidoux High School

4250 Opal Street
Riverside, CA 92509

ROP– San Jacinto High School

500 Idyllwild Drive
San Jacinto, CA 92583

ROP– Santiago High School

1395 Foothill Parkway
Corona, CA 91719

ROP– Temecula Valley High School

31555 Rancho Vista Road
Temecula, CA 92592

ROP– West Valley High School

3401 West Harrison Avenue
Hemet, CA 92545

Workforce Development Board

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Tom Suitt - Vice Chairman



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The private sector driven Workforce Development Board oversees Workforce Investment Act (WIA) funds and programs in Riverside County. The Board's mission is to improve the quality of the county's workforce, thus strengthening our regional economy to compete in a global environment.

Riverside County Economic Development Agency



Bradley J. Hudson, Executive Director
Robin Zimpfer, Managing Director
Jerry Craig, Workforce Development Administrator

The Riverside County Economic Development Agency administers workforce development programs funded by WIA. These programs increase the employment, retention, and earnings of youth and adults.

Workforce Development Centers of Riverside County

... providing businesses with their greatest resource

Riverside
1151 Spruce Street, Riverside, CA 92507 • (909) 955.3100

Palm Springs
1111 E. Tahquitz Canyon Way, Palm Springs, CA 92262 • (760) 327.0945

Temecula
27447 Enterprise Circle West, Temecula, CA 92590 • (909) 600.6000

Indio
44-199 Monroe Street, Indio, CA 92201 • (760) 863.2500

Hemet
1025 North State Street, Hemet, CA 92543 • (909) 791.3500



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